

Alexander Mann Solutions selected JZero Solutions to ensure all employees are trained on compliance and mandatory subjects

About Alexander Mann Solutions

Alexander Mann Solutions build world-class talent and resourcing capability for organisations, based on the shared belief that people are the foundation for success. Our vision is simple: As a trusted advisor, we deliver this through innovative and measurable outsourcing and consulting services.

Alexander Mann Solutions was established in 1996 by our CEO Rosaleen Blair, who wished to revolutionise and professionalise the way companies hire talented people. As the global market leader, serving some of the world's leading brands, in more than 80 countries and 30 languages, this same belief still drives us today.

The Challenge: *To get all AMS employees up to speed with compliance requirements and ensure they are training on these mandatory training subjects*

Operating in more than 80 countries means a strict requirement for adhering to compliance in those countries. Alexander Mann Solutions needed a global platform to deliver compliance and mandatory training to all employees in a varied style of training delivery types.

Additionally, there was a desire to introduce performance development training and performance support mechanisms such as a Mentoring programme, with ease of access being another important factor.

The Solution: *A hosted and customised JLMS Enterprise platform from JZero Solutions*

AMS needed to have all of their compliance and mandatory training in one location that was easily accessed by all employees, regardless of their location. For this, AMS implemented JZero's JLMS Enterprise platform which is hosted externally using Rackspace Managed Hosting services.

The LMS was initially rolled out in April 2016 with the key objective of managing compliance and mandatory eLearning and classroom-based training for a global audience. This was achieved with a mix of in-house authored eLearning courses and face to face training delivered by regional Trainers. Learning Plan rules were created to ensure learning is targeted based on job roles and not just a sheep-dip approach.



AMS LEARNING SOLUTION AT A GLANCE

- *JLMS 5.3 hosted on Rackspace servers*
- *JLogin providing seamless authentication*
- *JLDAP auto-loading HR user data into JLMS direct from Workday extracts*
- *Integration into Adobe Connect to provide virtual training events*

“ Our previous Head of L&D had worked with the JZero team before and immediately knew that they would be a great fit for what AMS needed. The JZero team listened to our requirements and came up with a solution that fulfilled our needs. The deployment process was straightforward as they walked us through each stage and ensured everything was set up and that we were trained on how to best use the LMS. ”

*Philippa Williams
Head of Talent Development
Alexander Mann Solutions*

To ease the burden of user administration, Jzero integrated with a data feed direct from Workday to auto-populate the LMS with user information and organisational hierarchy. This means that new users are automatically added, changes to information is automatically updated and leaver accounts are deactivated. There is no manual intervention needed to keep user information up to date.

Ease of access was another key driver for AMS to make training available to all employees. The JLogin module for ADFS was implemented to provide seamless authentication from the AMS network simply by clicking a hyperlink added to the AMS intranet. No need for multiple logins for users as they are authenticated based on their Active Directory credentials.

How has the platform evolved since April 2016?

Since the LMS was implemented back in April 2016, AMS and JZero have worked together to enhance the platform to the client's specific requirements. Some examples of these developments include:

- The creation of a Mentoring management module to allow employees to apply to be Mentors and Mentees and manage the mentoring relationship to its conclusion
- Integration with Adobe Connect to provide virtual classroom training for a global audience
- Tweaks and enhancements to reports to meet specific data needs of AMS

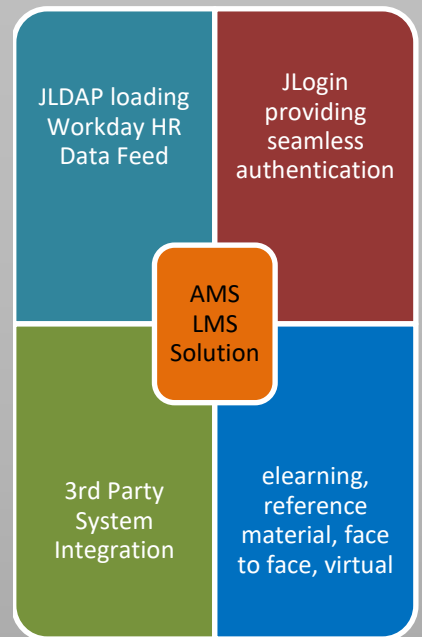
Results: A streamlined learning strategy and processes that allow easy delivery and monitoring of mandatory compliance training

AMS are now seeing unprecedented completion rates for mandatory and compliance training across all regions of the business. The LMS is now the central hub for all learning interventions with more and more subject areas being added such as Microsoft application training and even GDPR awareness.

The coalescence of targeted learning plans, ease of access and automated user management makes sure that learning is available at the point of need. This allows AMS to achieve business targets and industry competitiveness.

"The LMS has become a go to place for learning activity, with easy to access learning available for our globally dispersed and learning hungry colleagues," said Philippa Williams.

"As an organisation, we strive to support the development of our colleagues and provide the learning opportunities that they need to succeed in their roles. The JLMS platform is helping us achieve this – we are happy with the service offered by the JZero team - it's a great working partnership."



About Jzero Solutions

JZero has a range of products to assist in your Training Program. Our flagship product, JZero's Learning Management System (JLMS), has been developed over 8 years of close coordination with Blue chip enterprises around the world. This has resulted in a product that has been built from the ground up to adapt to your business requirements, instead of forcing you to adapt to the LMS.

Our unique **Adaptive Learning Architecture** allows quick modification of the system to your requirements, allowing your custom tailored learning process to be easily attained. This flexibility gives you the power you need to achieve your enterprise training goals in a fast and efficient manner.

For further information and to talk to us about your training requirements, please contact us at info@jzero.com or visit our website at <http://www.jzero.com>