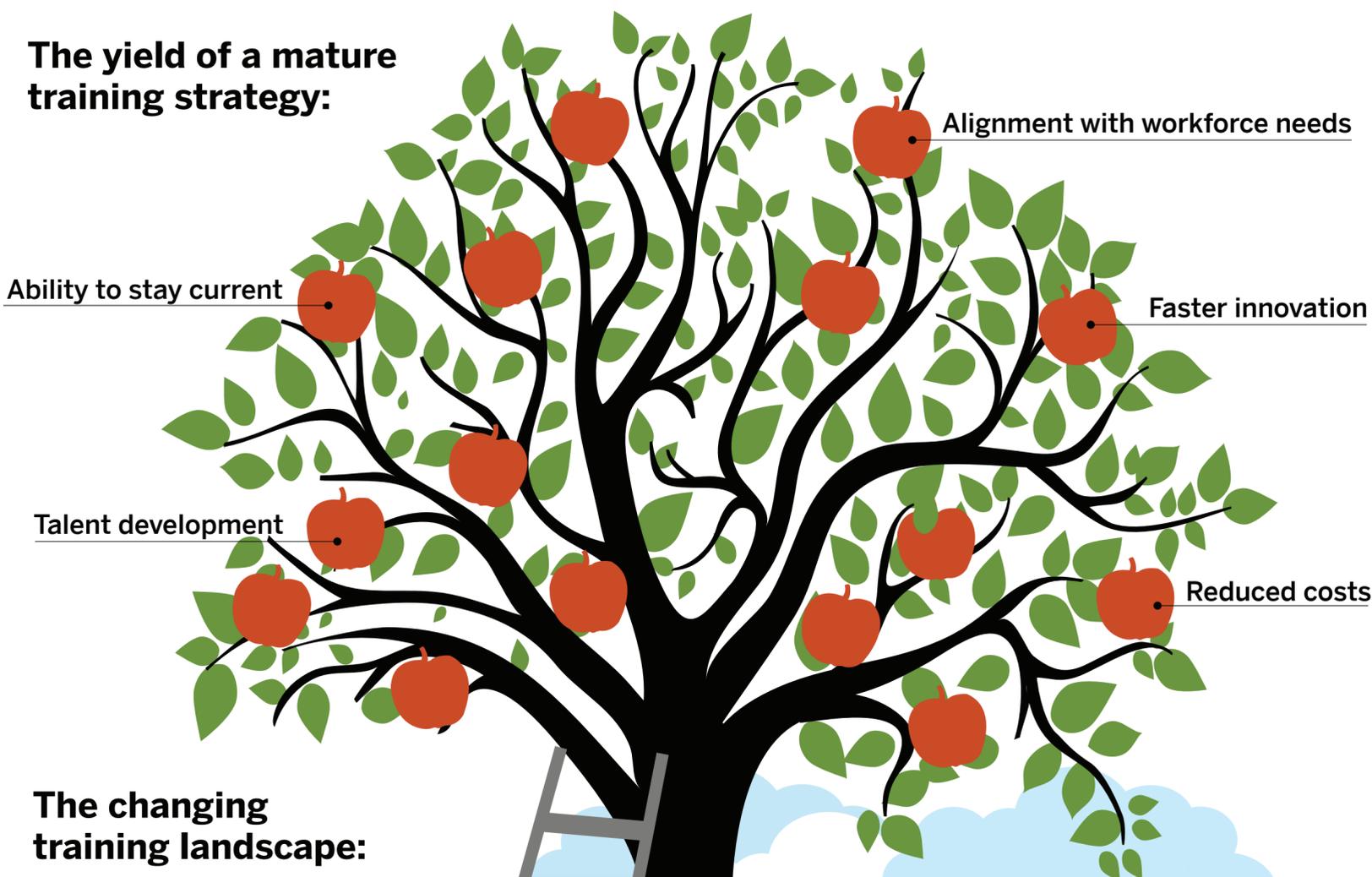


# To Bear Fruit, Root Your Training Strategy in Best Practices

At a time when business success depends on technology success, the need for effective software training has never been greater. From in-memory computing and cloud deployment to enterprise mobility and Big Data analytics, your organization's ability to perform depends on your ability to train your people effectively. SAP can make this happen with a new approach to training that enables your company to innovate faster and stay ahead of the competition.

## The yield of a mature training strategy:



## The changing training landscape:

- Growing workforce diversity
- More reliance on temporary and just-in-time workers
- Rapid changes in technology and business processes
- Increased competition for skilled talent

## Your employees want to grow.

In a survey conducted by Pierre Audoin Consultants:<sup>2</sup>

**68%**

of respondents indicate a need to enhance their skill sets to respond better to changing technical requirements

**76%**

of respondents state that enhancing the quality of their work is a high priority for their training and education efforts

**82%**

of respondents place a high level of importance on high-quality course content for their training activities

## The SAP® Learning Hub site and SAP Workforce Performance Builder software

Connect your best practices to the training benefits you seek with state-of-the-art learning materials, tools that support collaborative training initiatives, and the flexibility to create customized and company-specific content.

## At the root of it all: best practices for better training<sup>1</sup>

### Continuous, real time, and timely

Provide training on demand – for example, when employees are learning new processes or when they need to refresh skills.

### Self-directed and right-sized

Deliver easy-to-consume training modules on an ad hoc basis – rather than requiring attendance at day-long sessions.

### On demand and cloud based

Make training available 24x7 in the cloud so workers can learn when it's convenient for them.

### Multimode

Let your people learn their own way with options that include interactive and self-directed learning; expert- or peer-based social approaches; multimedia; and traditional handbooks.

### Company specific, not generic

Say goodbye to the one-size-fits-all approach and train your people on the actual software they will use – not a separate system designated for training.

### Well managed

Administer an enterprise-wide training approach that facilitates talent management, process excellence, and continuous innovation.

### Social and collaborative

Promote peer assistance and recognition to foster a culture of collaboration that emphasizes the value of training and expertise.

## Branch out for better workforce training and education.

To learn more about how SAP can help your company perform better with the latest innovations in training and education, call your SAP representative or visit us online at [www.sap.com/state-of-the-art-training](http://www.sap.com/state-of-the-art-training).

### Sources

1. Joshua Greenbaum, "SAP Education's Learning Hub: Making State-of-the-Art Training and Education Matter," Enterprise Applications Consulting, Spring 2014.
2. "Survey: SAP Education Business Value Story," Pierre Audoin Consulting, Spring 2014.