

# solution sheet

## Corporate University

### Benefits:

- Reduce training costs through the use of distance learning by 50%, while reducing overall administrative costs by 90%
- Align learning with corporate strategic objectives
- Increase course availability by 300% and improve corporate university profitability

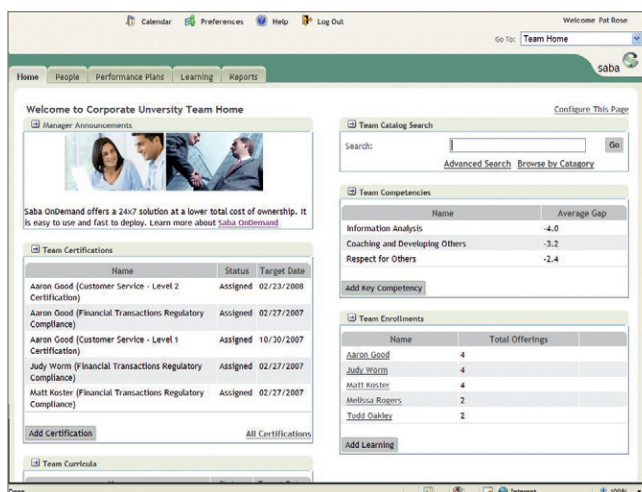
### Features:

- Learning catalog
- Personalized curricula
- Content management
- Automatic, rule-based learning assignments
- Real-time learning with Saba Centra Live
- Blended learning
- E-mail notifications
- Enrollment
- Transcript/completion tracking
- Certification programs
- Certification paths
- Certification workflows
- Recertifications
- Portal integration (JSR 168 compliant)
- Reports

The long-term success of an organization depends on its people: their abilities, knowledge and alignment with the goals of the organization. Corporate universities provide you with a critical means of aligning people to your organizational goals and developing the skills and knowledge that your people need to work productively.

Today's corporate universities have moved beyond training administration; they are partnering with line-of-business managers to target learning to the most critical skills and to deliver it when it's needed most. Corporate university leaders need to be ready to deliver on their organizations' strategic human capital initiatives — including competency management, performance management, succession management and talent management — and to supplement traditional learning activities with ongoing performance support.

**Complete Corporate University Solution.** Saba provides the next-generation learning management solution for corporate universities. Saba delivers technology and expertise that is designed for a high-value ownership experience, so that you can deploy faster, maintain your system at a lower cost, drive high user adoption and scale to reach the largest learner populations.



The screenshot shows the Saba Corporate University Team Home interface. It features a navigation bar with tabs for Home, People, Performance Plans, Learning, and Reports. The main content area is divided into several sections:

- Welcome to Corporate University Team Home:** Includes a "Manager Announcements" section with a photo of three people and a text box stating "Saba OnDemand offers a 24x7 solution at a lower total cost of ownership. It is easy to use and fast to deploy. Learn more about Saba OnDemand."
- Team Catalog Search:** A search box with "Go" and "Advanced Search" buttons, and a "Browse by Category" link.
- Team Competencies:** A table showing competency names and average gaps.
 

Name	Average Gap
Information Analysis	-4.0
Coaching and Developing Others	-3.2
Respect for Others	-2.4
- Team Enrollments:** A table showing team members and their total offerings.
 

Name	Total Offerings
Aaron Good	4
Judy Worm	4
Matt Koster	4
Melissa Rogers	2
Todd Osburn	2
- Team Certifications:** A table showing certification details for team members.
 

Name	Status	Target Date
Aaron Good (Customer Service - Level 2 Certification)	Assigned	02/23/2008
Aaron Good (Financial Transactions Regulatory Compliance)	Assigned	02/27/2007
Aaron Good (Customer Service - Level 1 Certification)	Assigned	10/30/2007
Judy Worm (Financial Transactions Regulatory Compliance)	Assigned	02/27/2007
Matt Koster (Financial Transactions Regulatory Compliance)	Assigned	02/27/2007
- Team Curricula:** A section for managing curricula.

Corporate University Team Home

**Integrate Learning With Performance to Align Learning to Strategic Goals.** Saba's solution is a unified platform with best-in-class capabilities for learning management, competency management, certification management, content development and management, real-time learning, collaboration, performance management and talent management. This allows your corporate university to incorporate learning that:

- Ties individual development to strategic objectives across the organization
- Gives people visibility of how their skills development meet broader goals
- Ensures that individuals in succession pools have the right skills to succeed
- Transfers high-impact knowledge between individuals and subject-matter experts

**Simple Administration Tools to Handle Large Learner Population and Complex Organizational Structures.** Saba's flexible learning solutions enable you to tailor learning assets to automatically be delivered efficiently to specific learner populations. Based on your organizational and learning governance structure, Saba allows you to centralize key functions while decentralizing daily administration, so you can scale globally. Saba's unique application domain management personalizes the system for different learner teams. With support for multiple languages in a single installation, Saba-powered corporate universities reach employees no matter where they are.

**"Saba Where You Work" Increases User Adoption.** Corporate universities only drive value if people take advantage of their resources. To achieve user adoption, your systems need to become a part of the way people perform their everyday work. With Saba, learners can access key learning tools from many interfaces, including applications such as Microsoft Outlook. For example, a manager may receive an e-mail about a team member's

pending enrollment, investigate how the enrollment will address a team competency gap, and approve the request, all without leaving e-mail. Powered by Web Services standards, these capabilities can be extended to other common applications in your company. Saba also enables you to seamlessly embed learning into your employee portal (of JSR 168 standard).

**Deliver Cost-Effective, High-Impact Blended Learning.** With Saba, you can choose to use a blend of instructor-led training, virtual learning or e-learning to meet your business goals. The solution includes real-time learning with the industry-leading Saba Centra Live. Saba can bring all delivery methods together into individualized blended learning curricula that are simple and transparent to the end user — moving your organization to a seamless learning experience with maximum impact.

**Combine Formal and Informal Learning to Provide Training Just-in-Time.** As learning becomes more strategically aligned with employee performance, organizations demand learning that is highly targeted and easily accessible. Even the role of a corporate university needs to evolve to adapt to this. Saba's solution allows you to reuse learning content developed for formal courses as small "knowledge nuggets" for access by learners when they need them. Saba also provides you with collaboration tools for informal knowledge transfer from subject-matter experts. Effectively combining formal and informal learning will propel a corporate university to evolve with strategic thinking in learning and performance.

**Track Corporate University Program Effectiveness.** With Saba's many reports that can be automatically e-mailed to your corporate university managers, you have full capability to analyze business outcomes of enterprise learning in order to drive cost reductions, improve compliance and measure the effectiveness of learning programs and resources.