

LEARNING & TALENT **TECHNOLOGY** EVALUATION CHECKLIST





Evaluating your current learning and talent technology is complicated. Not to worry! Our easy-to-use Learning & Talent Technology Evaluation Checklist will help you determine what decisions to make.

Bluewater uses its Center of Excellence to help organizations like yours evaluate the 7 key areas that must work in harmony to ensure success within your Learning & Talent Technology.

Answer the questions below to determine the future of your learning and talent tech.
Yes (1 pt) or No (2 pts), then total your score and check the recommendations.

Yes No

USER EXPERIENCE

1. Does your current technology allow you to customize and simplify your user experience?
2. Does the user experience of your current technology have a good reputation within your workforce?

Yes No

CONTENT

1. Does your LMS support AI driven recommendations?
2. Does your LMS support all types of learning content, including xAPI, AICC, SCORM, observation checklists, just in time learning, 3rd party content integrations and performance support?

Yes No

ADMINISTRATION

1. Can you automate the majority of your admin processes?
2. Are your admins able to quickly and efficiently respond to requests from the business, including reporting request, content uploads/modifications, custom groups and assignments, etc.?

Yes No

TECHNOLOGY

1. Are you able to take advantage of regular software updates?
2. Does your current technology meet the needs of your business?

Yes No

PROCESS

1. Do the workflows, configurations and capabilities of your technology match your business processes?

Yes No

DATA

1. Is your current LMS technology integrated to all other learning technologies within the organization to create a learning technology ecosystem?
2. Do you have full confidence in the data that exists within your current LMS technology?
3. Does your current technology have an automated (and fully functioning) inbound data feed(s) of all relevant organizational and user data?

Yes No

ANALYTICS

1. Does your current LMS technology provide reporting capabilities that meets the needs of your organization?
2. Are your reports & dashboards providing your business with the data it needs to make important decisions quickly?

Total Score:

Yes = 1 Point / No = 2 Points

Total your points, then check the recommendations below.

WHAT'S THE SCORE MEAN?

GOOD NEWS!

15- If you scored 15 or less, it may be time to **FIX** your technology.

It's almost always worth trying to fix, or optimize, your technology instead of ditching it. You'll save time, money, and frustration by focusing on optimizations and better processes. But many people struggle to get the answers and ideas needed to take their LMS to the next level. We can help!

Put us to the test and send us your most frustrating learning and talent technology issues. Our experts are available to provide actionable advice for free - no strings attached!

IT'S TIME FOR A CHANGE.

16+ If you scored 16 or more, it might be time to **DITCH** your technology.

The development of your people and their skills will determine the future success of your organization. Based on your answers, it's time to consider a change, or do a full evaluation of your current LMS. The 3 key reasons to ditch your current technology typically include:

1. Intense organizational frustration
2. Lacking the appropriate functionality required for your business
3. Not being able to integrate with an LXP or limits in ability to expand into a learning ecosystem

When considering an upgrade, be sure to consider all your options. Schedule a free technology assessment with one of our experts to help evaluate the best cost savings approach.