

Transforming Workforce Learning Through a Unified Learning Management Ecosystem

ABOUT THE CLIENT

A leading North American building materials and cement manufacturing company sought to modernize its employee learning and development ecosystem across regional operations.

With a geographically distributed workforce, multiple employee categories, and learning content spread across disconnected platforms, the organization faced growing challenges in delivering a consistent and scalable learning experience aligned with global workforce development initiatives.



Industry

Manufacturing

Region

North America

Products Deployed

SAP SuccessFactors

BUSINESS CHALLENGES

The organization's learning environment relied on fragmented training systems and decentralized learning resources, creating operational inefficiencies and limiting visibility into employee development programs.

Key challenges included:

- Absence of a centralized Learning Management System across North American operations
- Learning content distributed across multiple third-party platforms and repositories
- Limited visibility into employee learning progress and training completion
- Inconsistent learning experiences across employee groups and locations
- Challenges consolidating historical training records and learning data
- Need to align regional learning programs with global workforce development strategies
- Change management concerns associated with transitioning employees to a new learning platform

These challenges impacted training efficiency, employee engagement, reporting accuracy, and the organization's ability to establish a unified learning culture.

EXISTING LIMITATIONS

The organization initially relied on disconnected learning tools and third-party platforms that lacked integration, standardization, and enterprise-wide visibility.

These limitations introduced several operational challenges:

- Fragmented employee learning experiences
- Limited access to centralized training content
- Difficulty managing historical learning records

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- Increased administrative effort for HR and training teams
- Inconsistent reporting and compliance tracking
- Lack of a scalable framework for future workforce development initiatives

Additionally, the absence of a unified platform made it difficult to create standardized learning journeys across salaried and non-salaried employee groups.

THE KEYUSH SOLUTION

To establish a centralized and scalable learning ecosystem, the organization implemented SAP SuccessFactors Learning with a phased deployment strategy across North American operations.

The solution focused on creating a unified learning environment that consolidated training resources, streamlined administration, and aligned employee development initiatives with broader business objectives.

SOLUTION HIGHLIGHTS

- SAP SuccessFactors Learning implementation
- Consolidation of learning content from multiple third-party platforms
- Historical learning data migration and integration
- Role-based learning access and permissions management
- Learning experience standardization across employee groups
- Integration with performance and goal management processes
- Change management and adoption enablement programs
- Scalable LMS framework aligned with global learning strategies

IMPLEMENTATION APPROACH

Keyush adopted a structured, phased implementation model to ensure minimal disruption while driving user adoption and operational alignment.

The implementation included:

- LMS deployment for salaried employee groups
- Consolidation of learning content into a centralized platform
- Migration of historical learning and training records
- Employee adoption and change management initiatives
- Expansion of LMS capabilities across additional employee categories
- Role-based access configuration and governance controls
- Integration with performance management processes
- Ongoing optimization and learning experience enhancement

KEY OUTCOMES

- **Unified learning experience** across employee groups and locations
- **Centralized access to learning content** and historical training records
- Improved **visibility into employee learning progress** and compliance requirements
- **Reduced dependency on multiple third-party learning platforms**
- **Streamlined HR and learning** administration processes
- Enhanced **employee adoption** through structured change management
- Stronger **alignment between regional learning initiatives and global workforce strategies**
- Scalable **foundation for future learning** and talent development programs

The implementation enabled the organization to improve learning accessibility, operational efficiency, and workforce development effectiveness while creating a sustainable platform for long-term growth.

CONCLUSION

By implementing SAP SuccessFactors Learning, the organization successfully transformed a fragmented learning environment into a centralized and scalable workforce development ecosystem.

The initiative improved learning accessibility, streamlined training administration, strengthened employee engagement, and created a consistent learning experience across North American operations.

Keyush's phased implementation approach helped establish a future-ready learning framework aligned with the organization's long-term talent development and operational excellence objectives.