Kenexa® LCMS is the most widely deployed and successful Learning Content Management System (LCMS) in the market. Hundreds of organizations use Kenexa LCMS to develop, maintain and deliver highly effective training for millions of learners.

The reason is simple—Kenexa offers the industry’s most comprehensive and adaptable LCMS solution. From development to streamlined maintenance, management and delivery, Kenexa LCMS automates the entire content lifecycle to help organizations achieve their key business goals.
KENEXA® LCM

OVERVIEW
Many companies have discovered the benefits of automating learning content authoring, but manual processes for integrating, re-using, maintaining, managing and delivering learning content reduce flexibility and agility while driving up costs.

For truly effective, cost-efficient learning content management, organizations need a solution that automates the entire content lifecycle.

With complete solutions for managing content from the moment of creation to the delivery of personalized, on-demand training modules—Kenexa® LCM is the right answer.

FEATURES

DEVELOP
• Rapidly develop content without programming, using built-in template-driven content development
• Integrate legacy and third-party content in any format, including SCORM, AICC, Microsoft Word and PowerPoint
• Use Adobe® Flash®, simulations, scenarios, built-in interactions, animations and other media to create highly engaging content. Multiple tools promote collaborative development, streamlined workflow and review to facilitate team development
• Enable developers and SMEs to ask questions and share ideas, best practices, tips and tricks and development standards through a social business software platform
• Develop in language of choice
• Assemble courses from all types of content including native authored, integrated and third-party materials
• Easily develop assessments with built-in capabilities that exceed standalone assessment tools
• Support SME content contributions through PowerPoint Developer

MAINTAIN
• Rapidly make changes, deploy and deliver targeted training, with all changes propagated automatically to every place the content is used
• Quickly locate content using advanced searches by text, object type, or metadata, such as a course module, a single instructional element, a graphic or media item
• Effectively track changes to content with object locking and security, versioning and roll-back, automatic task generation and email notification
• Kenexa LCMs automatically determines and distributes the most recent version, easily ensuring the right version of content is used every time

MANAGE
• The creation of workflow tasks trigger automatic notifications to all content developers including developers, SMEs, reviewers and media specialists, increasing the efficiency of the development process
• Maintain familiar processes for content developers and learners with easy-to-use configuration tools to mirror existing roles, workflow processes, access privileges, terminology and the look and feel of the delivery
• Streamline the interface by configuring privileges based on user role, e.g., media developer
• Control access and activities within the repository with extensive security and the ability to assign users and data to secure partitions
• Meet corporate standards with the most extensive standards support in the industry including SCORM 1.2, SCORM 2004 content and seamless conversion from SCORM 1.2 to 2004, ADA Section 508 Compliance level 1, FDA 21 CFR Part 11, AICC. Gain compatibility with leading LMS systems
• Dynamically perform impact analysis before you make any changes to understand the effect on project cost and delivery schedule
• Gain insight into the effectiveness of learning and content with detailed reporting

DELIVER
• Provide highly interactive and engaging e-learning including animations, transitions, videos and Flash
• Leverage real-time, on-demand personalized learning
• Using performance-based assessments before, during and after training, Kenexa LCMs can dynamically assemble and deliver exactly what the learner needs—without any complex rules or programming
• Deliver “learning your way”—Increase learning effectiveness and flexibility with delivery over multiple channels including the Web, instructor guides, classroom materials, offline on the desktop, CDs, mobile, performance support and printed documents
• Deliver native in multiple formats including Microsoft Word, PowerPoint, FrameMaker, SCORM, AICC, HTML, PDA and direct to PDF to support online, classroom and mobile learning
• Dynamically deliver to mobile devices including basic mobile phones, smart phones and tablets
• Encourage learner self-service with keyword, job role, or subject matter search options that make it easy to find the right topic and paragraph in course content
• Maintain control of delivery with template-driven presentation, navigation, delivery method and language
• Leverage Kenexa’s industry-defining business social software platform for learners to bridge the gap between formal learning and the informal knowledge sharing that is essential to the learning process

BENEFITS

Reduce development time and cost
Rapidly develop, integrate, reuse and assemble content into courses, without the need for programming. Improve quality of your learning content with automated workflow and review functionality that eliminates time consuming and error-prone manual processes.

Expand your delivery options
Develop content once and deliver it in multiple formats, including eLearning, Word, PPT, PDF, XML and Mobile.

Reduce maintenance time and errors
Quickly find assets, perform impact analysis, modify content and automatically propagate changes throughout all learning.

Optimize learning effectiveness
Automatically and dynamically assemble and deliver training modules that are personalized to each learner’s needs.

Foster collaboration and knowledge-sharing
A social business software platform supports interactions and knowledge exchange between development teams and SMEs.

Meet internal compliance requirements
From safety and security standards to SOPs and certifications, personalized and modular training targets specific learning needs. Tracking functionality ensures all employees are up-to-date on required competencies.

Maintain corporate standards
Implement support for corporate standards such as templates and style guides, ensuring corporate branding and consistency in message.

Mobile support
Learning content can easily be rendered to any basic mobile phone, smartphone or tablet.

KENEXA LCM HELPS YOUR ORGANIZATION ACHIEVE ITS KEY BUSINESS GOALS:
• BUSINESS AGILITY
  Respond rapidly to changing market conditions and urgent knowledge-sharing needs across the enterprise to decrease production cycle time and quickly resolve customer demands, speed products to market and support the knowledge requirements of key LOB initiatives and M&A activity.
• ENABLEMENT
  Deliver personalized training to quickly achieve employee competency, optimize employee productivity, empower customers to maximize the value of your products and services, and receive the highest level of contribution from your partners.
• RAPID ROI
  Quickly achieve significant ROI by automating your training development and delivery process. Kenexa’s business-focused LCMs helps cut training delivery time and costs, reduce IT support requirements, streamline maintenance, and deliver modular training to end users at all knowledge and skill levels.

ABOUT KENEXA
Kenexa is in the business of improving companies and enriching lives, because to us, business is personal. Our unique combination of content, technology and services provides the insight and expertise to deliver products and solutions across the entire employee lifecycle. Where other companies focus on just one piece, we focus on bringing all of the pieces together to create the best picture for your company’s success. With every person we recruit, every assessment we administer, every technology solution we deliver, every survey we conduct, every leader we develop and every compensation strategy we support, lives are impacted by our craft.

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