ASM Research
An Accenture Federal Services Company

Why Institutionalizing a Learning Management System is Like Baseball

Sporting analogies have long been favored as a means of expressing good ideas and winning advocates to a worthy cause or project. Such is the popularity of the sporting analogy that many are now numbered among the twenty-five thousand or more idiomatic expressions in the English language. Nowadays the choice is so great you may hear people use analogies derived from sports they've never played or perhaps even heard of. They might be "down to the wire" with no knowledge of horse racing; "on the ropes" without ever having watched boxing; or totally "stumped" though oblivious to cricket. Nevertheless the utility of the analogy is probably at its best when a sport is well understood and new ideas are associated with the sport's rules or sequence of play. Such is the case with this paper that sets out the steps necessary to design, deliver, and support a low-cost Learning Management System (LMS) using the analogy of a baseball diamond, the essential "base" of any ball park.

1st BASE

Build Your LMS. First base is all about Build, for which of course you need the right materials. To create a low-cost solution

that will deliver high-quality results suggests that an open-source solution is the best direction to take. For Government agencies, the Totara LMS provides a complete open source talent and learning management solution that is backed by ASM, your Totara Partner in the Federal Government space and a company that will ensure Totara LMS integrates with your enterprise. On first base we will set-up and design your system and swiftly customize its features to meet your needs. We will provide a help system with full documentation and train your team so they hit the ground running long before the first students log in. That done, second base beckons.

2nd BASE

Assimilate Your LMS. Second base is the time to Assimilate what you have. These days it's rare for an LMS to be a stand-alone resource and one that's put in place before any training begins. It's far more likely that the LMS will be an addition to an existing training function and/or incorporated in an enterprise where interfaces need to be created with HR or other departmental systems. ASM's core business for more than thirty years has been as a systems' integra-

tor, a company who can transfer existing data to the Totara LMS, securely lock down data so it's accessible to only those who are its authorized users, and integrate the LMS with other elements of the enterprise so that systems may seamlessly share information. With the fabric of a learning enterprise in place it's time to move bases and head for third.

3rd BASE

Sustain Your LMS. Here on third base we Sustain our activities. This involves operating and maintaining the system so that it benefits from security updates, patches, and new versions in a timely manner. Software improvements are a regular and necessary occurrence and the Totara LMS is no exception. Fortunately there is a dedicated full-time team whose job it is to respond to the needs of those who use the Totara system. It is this team who make changes and improvements to the system and who deliver them to the user community. It is ASM's job to apply these updates to your system so that it remains current and relevant to your organization's needs–in short ASM makes Totara work for you. Often doing so involves ASM working with whoever hosts your system or

even finding a host who provides you with the most reliable and affordable solution. By this stage your LMS is a running entity and third base focus is as much about Analysis and Reporting of student progress to inform ongoing decision-making as anything else. Again ASM is your partner in these activities and your coach to get you home.
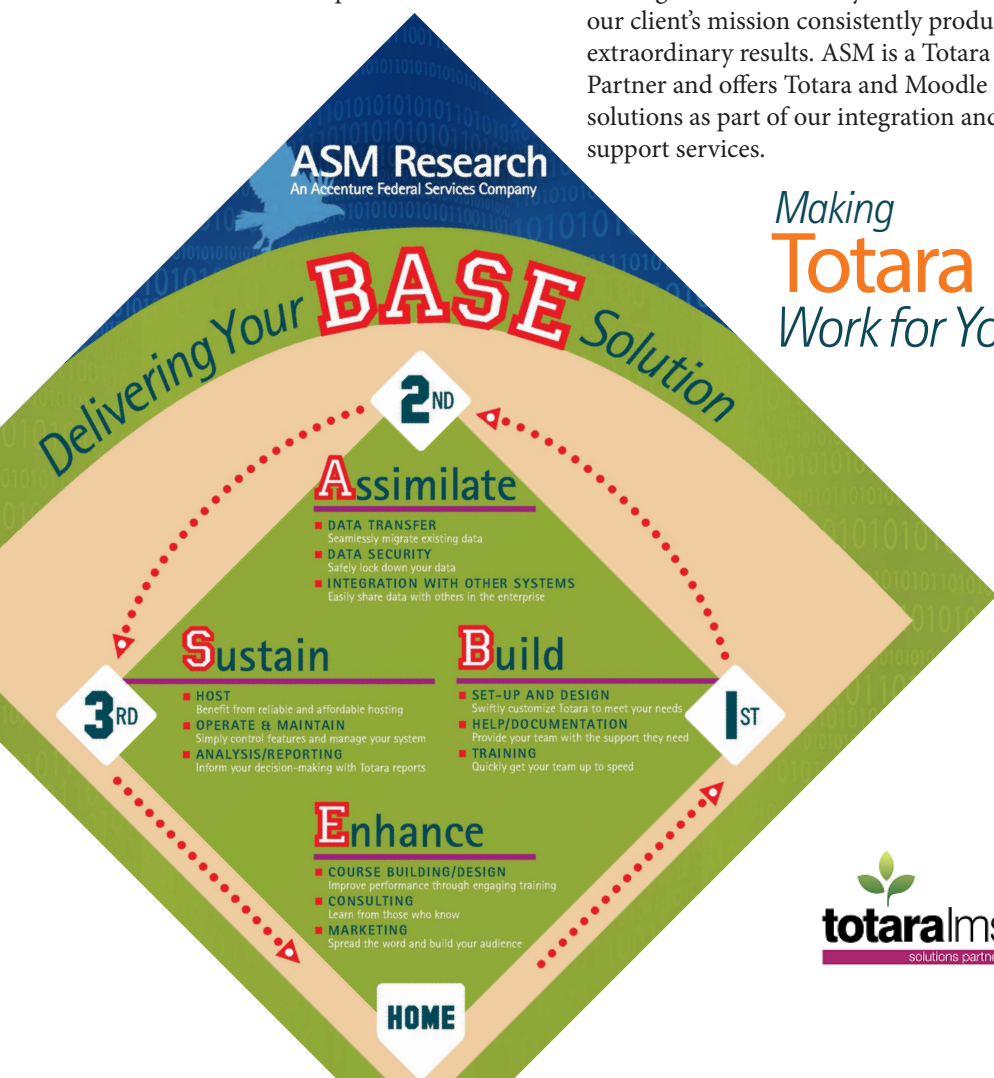
Home Plate

Enhance Your LMS. In the home stretch, your thoughts may turn to how you can Enhance your solution. After all, a learning management system is not just about the system that stores and manages content and student records, it's also about the quality of that content and how you motivate students to make best use of the opportunities afforded them. Again, ASM can help by improving student performance through the design and production of engaging training and by marketing it so word spreads and your audience grows. Here emphasis is on improvement and leveraging the knowledge and experience of those who've run this course before, and yes, ASM can be your coach and consultant for continuous improvement too!

The term to "cover one's bases" clearly derives from baseball and suggests one should always ensure a safety first approach with all eventualities catered for. We believe the selection of Totara and the services of ASM Research do just that as together they cater for all "players," the organization, managers, and employees, on the "field". In each case the analogy applies.

About ASM Research

ASM Research, an Accenture Federal Services Company (ASM) is a leading provider of both customized and COTS-based learning and training solutions to Federal, state and local government. For more than 30 years ASM has worked hand in hand with clients, both large and small, to further workforce development and to provide world-class training and talent management services and solutions. As an information solutions service provider and integrator, ASM provides complete learning solutions that include consulting, programming, hosting, system design, implementation and integration, course development, and customer support services. ASM has a long history of demonstrating our extraordinary commitment to our client's mission consistently produces extraordinary results. ASM is a Totara Partner and offers Totara and Moodle solutions as part of our integration and support services.

Making
Totara
Work for You

totara lms
solutions partner