Support, track and measure professional development across your organisation

Investing in your staff's ongoing development will not only foster a stronger, more engaged workforce, but will help your organisation remain a responsive and evolving player within your sector.

Totara LMS provides you the means to measure, monitor and encourage personal and professional development and offer staff, managers and your HR team a comprehensive performance management tool.

Digitise and automate your performance review process

Totara LMS offers a sophisticated professional development Appraisal system to capture, evaluate and facilitate discussion on formal and informal learning undertaken within and outside of the organisation.

Courses, Programs, Certifications, Competencies and Objectives from an individual's Learning Plan can be automatically pulled into an Appraisal form to create multi-stage, multi-page performance review forms.

Featuring a variety of configurable and customisable question types including multi-choice, custom scales, set text and images alongside workflows for learners, their managers, their manager's manager and an appointed appraiser, the Appraisals system offers a streamlined and automated alternative to paper-based forms.

Create 360° feedback forms for a holistic view of performance

With the ability to build anonymous or named 360° feedback forms, you can collect and collate feedback from managers, team members and peers alike to develop a comprehensive view of your staff's personal and professional development requirements.

Offering a range of question types including multi-choice, custom scales, long and short text, Feedback forms can be standardised across the organisation or for specific audiences.

Learners can request feedback from specific users within Totara LMS or even from individuals outside of the system and send completion reminders directly from the system.

Set and track individual or team-based goals

Learners can set their own personal goals, with or without target dates, and select a custom scale for tracking completion. New personal goals can be added by managers directly or within an appraisal form.

Pre-defined company goals can also be assigned to specific learners or to selected groups of learners based on criteria such as their job role or team within the organisation. Company goals can include organisational missions and values and apply to all users within a site.

ASM Research
An Accenture Federal Services Company

To find out more, visit
www.totaralearning.com

totaralms