

Imagine Knowing:

Where knowledge gaps exist, and how to fill them.

Imagine Understanding:

The links between learning and development activities and strategic business objectives.

Knowledge is power, so it pays to invest in employees learning and development. Cultivating internal talent enhances loyalty, as well as having employee abilities benefit your bottom line. Still, it's not always clear whether investments made in developing your employees result in added value to your organization, especially with traditional learning management systems.

The solution is Lawson Learning and Development, a key application in the Lawson Talent Management Suite. Like traditional learning management systems, Lawson Learning and Development tracks learning activities, session registrations, and costs, as well as course completion and resulting skill and competency acquisition.

And that's just the beginning.

Aim for Organizational Excellence

Lawson Learning and Development is tightly integrated with other Lawson Talent Management applications to help you invest in targeted, meaningful activities enterprise-wide, ensure employee satisfaction, and enhance organizational excellence.

With the application in place, you benefit from access to integrated data from multiple sources. As a result, you gain:

- A more complete picture of employee competencies and development needs
- Insight to help tailor employee learning experiences more appropriately
- The ability to track the return on investment of your development activities



Lawson Talent Management

Lawson Talent Management delivers transformational tools that link together people, strategy, and execution. The only best-of-suite talent management solution fully integrated with core human resources applications, Lawson Talent Management includes the following applications:

- Lawson Global Human Resources
- Lawson Talent Acquisition
- Lawson Performance Management
- Lawson Goal Management
- Lawson Compensation Management
- Lawson Learning and Development
- Lawson Succession Management

Lawson Talent Management sends actionable information about people in support of business strategy directly to your preferred technology space. You gain a full view into all aspects of your workforce, positioning you to make calculated business decisions that can help maximize the value of your most important asset – your people.

**Headquarters:**

USA
380 St. Peter Street
St. Paul, MN 55102-1302
Tel +1 651 767 7000
info@lawson.com

Regional Offices:**Americas**

Brazil, Chile, Canada,
Mexico, Honduras,
United States, Venezuela

United States

Tel +1 651 767 7000
infous@lawson.com

Asia

China, Hong Kong,
India, Indonesia, Japan,
Korea, Malaysia,
Philippines, Singapore,
Taiwan, Thailand, Vietnam

Singapore

Tel +65 6788 8769
Fax +65 6788 8757
infoasia@lawson.com

Australia & Oceania

Australia, New Zealand

Australia

Tel +61 2 9468 8900
Fax +61 2 9468 9199
infoanz@lawson.com

Northern Europe

Denmark, Estonia, Finland,
Norway, Sweden

Sweden

Tel +46 8 5552 5000
Fax +46 8 5552 5999
inforordic@lawson.com

Northwestern Europe

Belgium, The Netherlands,
Ireland, South Africa,
United Kingdom

United Kingdom

Tel +44 1344 360273
Fax +44 1344 868351
infofw@lawson.com

Central Europe

Austria, Czech Republic,
Germany, Hungary,
Poland, Slovakia,
Switzerland

Germany

Tel +49 2103 89060
Fax +49 2103 8906 199
infoce@lawson.com

Southern Europe

France, Israel, Italy,
Portugal, Spain

France

Tel +33 1 34 20 80 00
Fax +33 1 40 39 25 07
infoso@lawson.com

www.lawson.com

Capabilities

Lawson Learning and Development not only focuses on the individual development planning process, it also supports strategic development planning, budgeting, and cost-tracking at an organizational level. The application helps you link learning and development activities to resulting competencies and skills through graphical gap analyses. As a result, employees have a clear, motivating line-of-sight to future career opportunities, with access to:

- **Individual development plans** that allow employees to link development activities to goals
- **Organizational development plans**, with automated learning budget calculation and cost management
- **Role-based training functionality** for learning managers, line managers, and employees
- **Employee development plans**, which are linked to training and other activities
- **Learning and development activity and session registration management**, including wait-listing and approval automation
- **Skill and competency achievement** based on development activity completion

Information at a Glance

Lawson Learning and Development operates within a visually appealing, intuitive user interface that shows development budget metrics and traffic-lighting, as well as organization-wide activity registration analysis and comparative gap analyses.

You gain the ability to manage learning and development activities, and see, in a very visual way, how the strategic learning and development process is working for the organization. Lawson Learning and Development inline analytics and reporting allow you to take action on the data and transform graph and list data to PDF and Excel reports with a single click — anytime, anywhere.