



 LMS365

LMS365 helps establish a consistent learning experience at Vision Group Holdings.

LMS365 supports the training needs of Vision Group Holdings.

Challenge

Before discovering LMS365, laser eye surgery leader Vision Group Holdings didn't have an efficient way to produce, deploy, track or report on activity when it came to corporate training. Vision Group was using Articulate to deliver learning, however, having merged with and acquired a few organizations in past years, a true Learning Management System (LMS) was needed. The leadership team therefore took to the market to find a common learning platform that would provide a consistent learning experience to facilitate the company's overall strategy.

Requirements

When looking at different learning platforms the team assigned to the mission had a few components in mind that would be crucial to their success. They sought out a LMS that would:

- Link to existing documents and resources such as employee handbooks, policy documents, procedures, etc.
- Have the ability to integrate with third party authoring tools they utilized, such as Storyline
- Be compatible with Office 365
- Offer single sign-on



“ You have certain expectations of a LMS regardless of the provider, but the power of LMS365's ability to leverage Office 365 content and turn it into courses quickly is a major differentiator. We have several videos on Stream that we want to ensure we can assign to our employees and track their progress. It's very simple with LMS365!”

Bob Slauter
Senior Manager, Training

Bob Slauter, Senior Manager of Corporate Training, was tasked with finding a LMS that would fit these needs. With over twenty years of experience in Learning and Development, expertise in five different LMSs and three LMS implementations under his belt, Bob was the perfect man for the job. As he began evaluating providers, Vision Group migrated over to Office 365 and shortly thereafter, Bob discovered LMS365 in a Google search. Its compatibility with the company's new Microsoft investment made it seem like the perfect fit and after a demonstration of the product, the learning team determined it was indeed what they were looking for.

Solution / Results

Vision Group implemented LMS365 Cloud, known internally as VGH University, in August 2017 to all 1400 of its employees and contractors. The beauty for Vision Group was that essentially, the company was starting from scratch when it came to employee training through a LMS, which made for a fairly straightforward implementation. The challenge

that came up was that a number of long-time employees were accustomed to on-the-job or instructor-led training and were therefore unsure of how the online content would be received. However, those concerns faded fast and after the initial learning curve was passed, the benefits that LMS365 brought to the table quickly became apparent. These include:

- ✓ The fact that LMS365 leverages the company's Office 365 suite and resources. IT was immediately comfortable because of the similarities from an administrative perspective.
- ✓ Within one week 300 users were enrolled in LMS365, 69 course completions and 23 In-Progress; almost a third of the company's learners for this course phase.
- ✓ The Vision Group learning team is able to quickly create learning content from other departments because the assets had originally been created in an Office application.
- ✓ A new company-wide compliance program meant there was a need to distribute learning to a nationwide audience with the ability to set deadlines and track progress. This is exactly what LMS365 was made for, making a previously impossible task an easy one.

With regards to day-to-day use, employees are primarily enrolled into Courses and Training Plans. Training content ranges from company-wide to individual contributor learning. The courses on the VGH University meet Vision Group's annual compliance needs and help support the onboarding of new employees on an almost daily basis. Learners can also access the LMS365 Course Catalog to discover other courses of need or interest.

The biggest change that Vision Group has seen with LMS365 is the amount of interest that it generated at the executive level, in terms of the use and possibilities it could present. Where training was previously looked at as a dedicated, isolated function, it is now seen as a dynamic part of the entire organization that involves people of all levels that can design and deliver content.

Future

The training team expects that the success of the recently-implemented compliance program will generate interest from other departments. Bob sees it as a "catalyst" to the company becoming a Learning Organization and in the future, anticipates mirroring this success across all different departments throughout Vision Group.

About

Vision Group Holdings, based in West Palm Beach, Florida oversees and manages two of the leading LASIK surgery providers in the world: The LASIK Vision Institute and TLC Laser Eye Centers. Between its brands, the company has performed over 3.2 million LASIK eye procedures. Vision Group Holdings serves multiple markets in the US and Canada, making it extremely convenient for patients to find a location that is both nearby and well suited to their specific needs.

QUICK FACTS

Industry // Retail Medical

HQ // West Palm Beach, FL

Established // 1999

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