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## Highlights

### **Reduce development time/cost**

Rapidly develop, integrate, reuse and assemble personalized eLearning, Word, PPT, PDF, XML and Mobile content using automated workflow and review.

### **Reduce maintenance time/errors**

Quickly find assets, perform impact analysis, modify content and automatically propagate changes throughout the learning content.

### **Foster collaboration and knowledge-sharing**

Supports social interactions and sharing between development and subject matter experts (SMEs).

### **Help meet internal compliance requirements**

Helps meet specific learning needs, standards and certifications. Tracking helps ensure employees are up-to-date on required competencies.

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# Learning Content Management System

*Increase ROI through automated development, management, maintenance, delivery and publishing of modular and personalized learning*

IBM® Kenexa® LCMS is a widely deployed and successful Learning Content Management System (LCMS). Countless organizations use IBM Kenexa LCMS to develop, manage, maintain and deliver modular and personalized training for their employees.

The reason is simple – IBM offers one of the industry’s most robust and adaptable LCMS solution. From development to streamlined maintenance, management and delivery, IBM Kenexa LCMS automates the entire content lifecycle to help organizations achieve their key business goals.

## 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 a complete solution for managing content from the moment of creation to the delivery of personalized, on-demand training modules, IBM Kenexa LCMS offers tools that can help you streamline the entire process.



## Features

### Develop

- Rapidly develop content without programming, using built-in template-driven content development.
- Integrate legacy and third-party content in virtually any form, 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 virtually all types of content including natively authored, integrated and third-party materials.
- Easily develop assessments with built-in capabilities that can exceed standalone assessment tools.
- Support SME content contributions through PowerPoint Developer.

### Maintain

- Rapidly make changes, deploy and deliver targeted training, with each change propagated automatically to each 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.
- IBM Kenexa LCMS automatically determines and distributes the most recent version, easily helping ensure the right version of content is used each time.

### Manage

- The creation of workflow tasks trigger automatic notifications to the 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 features and the ability to assign users and data to secure partitions.
- Help meet corporate standards with extensive, world class 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 level1; FDA 21 CFR Part 11; AICC. Gain compatibility with leading LMS systems.
- Dynamically perform impact analysis before you make 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, IBM Kenexa LCMS can dynamically assemble and deliver exactly what the learner needs – without 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 natively, 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 IBM’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.

## IBM Kenexa LCMS 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 Line of Business (LOB) initiatives and Merger & Acquisition (M&A) activity.

### Enablement

- Deliver personalized training to quickly achieve employee competency, significantly improve employee productivity, empower customers to maximize the value of your products and services, and receive the highest level of contribution from your partners.

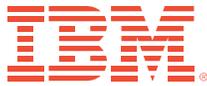
### Rapid ROI

- Quickly achieve significant return on investment (ROI) by automating your training development and delivery process. IBM’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 each knowledge and skill level.

## For more information

To learn how to build a smarter workforce, visit:

[ibm.com/social-business](http://ibm.com/social-business)



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IBM Corporation  
Software Group  
Route 100  
Somers, NY 10589

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