

# CASE STUDY

## Transforming the learning program of a global workforce

*Cloud-based enterprise learning service ensures individual and company growth*



A leading oil and gas company faced challenges in knowledge management due to fragmented and inconsistent learning processes. Multiple learning management systems and delivery modules across locations led to substandard talent management. The human resources and corporate learning group of the company undertook a program to consolidate administration and delivery of learning and development activities.

The company partnered with Infosys to roll out an enterprise-wide learning management system based on Cornerstone OnDemand (CSOD). Infosys used a proprietary product and platform evaluation framework to assess the capabilities of the learning management product.

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## IT transforms learning

Infosys supported the Project Management Office (PMO) of the company to manage the transformation program. We analyzed existing learning content and knowledge management processes to design the new system. We charted the road map for testing, migration and deployment of the integrated learning system.

The Infosys team created a Migration Management Database (MMDB) to manage the testing lifecycle – from sourcing of content to uploading tested content onto the CSOD platform. In addition, we decommissioned almost 30 disparate learning and knowledge management systems, which reduced the cost of hardware and software licenses.

Our approach ensured a smooth migration of more than 1,000,000 artifacts from diverse sources. A broad suite of automation tools accelerated testing and minimized the time as well as cost of system implementation. We integrated the learning management platform with existing SAP-based human resources and knowledge management systems.

### From knowledge management to employee engagement



A comprehensive repository of content, certification status, and competency profile of each employee is maintained within the learning management system. It helps HR teams evaluate competency levels and recommend learning sessions. Our solution helps company employees undertake learning modules and assessment tests more than 20% faster than the legacy system.

The learning management system offers a consistent learning experience to more than 110,000 users. It helps the company comply with statutory requirements across business units. Significantly, knowledge management helps the oil and gas company mitigate operational risks, thereby saving billions of dollars.

For more information, contact [askus@infosys.com](mailto:askus@infosys.com)

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