10 Things You Should Love About Your LMS

Too many healthcare organizations are using antiquated LMS systems that limit the potential of their learning programs. This leads to a disengaged workforce, reduced productivity, and retention challenges. So what can healthcare organizations do to maximize their L&D budget, boost engagement, and foster development throughout the entire employee lifecycle?

Check out 10 must-have features of a modern LMS and how Cornerstone provides these solutions:

1 Mobile-Based Video Learning

Implementing a mobile-responsive learning platform enables staff to learn and gain new skills on-the-go. It also increases participation and knowledge retention. Courses should be available on-demand. Also, stakeholders should be able to strategically assign these modules by organizational unit.

The Cornerstone Solution:

Cornerstone's LMS is modern and mobile-friendly, which enables staff to learn on the go and at their convenience. This minimizes valuable time spent away from patients for training.

Social/Collaborative Learning

A modern LMS's interface should also promote knowledge exchanges between staff. This ensures not only collaboration and engagement, but also that key knowledge isn't lost when employees leave the organization.

The Cornerstone Solution:

The learning modules in Cornerstone's LMS enable users to rate courses, discuss them, and leave comments. You can also extend learning into daily interactions to make it part of the culture. These lead to increases in both knowledge retention and participation, and providing a forum for employees to collaborate means fewer resources are spent on costly outside consultants. Collaborative, social learning drives tangible business impact.

Raise LMS Awareness

Promote learning initiatives among staff to increase participation. Start with emails but get creative! When staff feels management invests in them in them, retention and productivity will increase.

The Cornerstone Solution:

When employees take strategically assigned modules, they can view courses of similar topics or search the library for topics of interest. Engage employees with compelling content that meets their needs and aligns with their roles. Think layered design using short form microlearning. Learning promotes more learning!

Create a Culture of Continuous Learning

Create an environment where learning isn't limited to classrooms or formal settings. Enable staff to share their knowledge and they'll become both the teacher and the student.

The Cornerstone Solution:

With Cornerstone's LMS, personalized course suggestions make learning continuous and adaptable to employees' time. This boosts information retention and course participation. Cornerstone's modern content library is available 24/7 on-demand.

Offer Just-in-Time Training

An LMS should contain learning geared towards organizational unit or situation-specific needs. Has the Joint Commission issued a new standard that needs corresponding staff training? Just-in-time training can help quickly educate impacted organizational units on new policies.

The Cornerstone Solution:

Customizable and dynamic, Cornerstone's LMS features tailored content that can be integrated into an employee's workflow and is instrumental in helping staff achieve compliance. Their project-based timeliness makes it faster and easier to push training to appropriate groups at the appropriate time.

Deliver Micro-Learning

Micro-learning modules are just a few minutes, or even shorter, and are designed to be easily digestible, engaging, and fun to encourage participation and retention.

The Cornerstone Solution:

Investing in Cornerstone's LMS means you'll have access to a content consultant that can blend your skills, compliance and other training with your overall business strategy. Curate micro-learning modules to more efficiently achieve goals. We have an open architecture that enables you to bring in content from any source plus we partner with leading healthcare content providers to facilitate this process.

Achieve Compliance Objectives

An LMS should also be used to help new hires and tenured employees maintain industry compliance, satisfy all security requirements, and stay current on changing regulations/rules/laws.

The Cornerstone Solution:

Cornerstone's LMS Compliance features include Certifications, Tests, Learning Object Versioning, and Training Forecasts. You can also easily run custom reports with robust, built-in reporting features.

Improve Employee Engagement

Learning boosts engagement because employees feel the company is truly invested in their career growth. This drives productivity and retention.

The Cornerstone Solution:

Cornerstone's LMS boosts engagement by breaking down silos between different departments, highlighting career mobility opportunities, and providing curated, individualized content.

Help Retain High Performers

A more innovative LMS should provide the content needed to train staff for succession, which lowers recruiting costs, avoids extensive vacancies, and helps retain vital industry knowledge.

The Cornerstone Solution:

Cornerstone's LMS can help identify and train high performers who are ready for a more senior position. Managers can assign relevant course content that prepares them to move up the ladder or make a lateral move to a position that better suits their goals and passions.

Highlight Talent Mobility

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Through training modules, discussion areas, and participation levels, a good LMS should help shine a light on employees who are ready for growth.

The Cornerstone Solution:

Learning tools from Cornerstone provide managers with tools to strategically assign modules to achieve business goals, report on participation, and determine which workers score the highest and demonstrate the highest acumen.

Summary: An LMS is critical to achieving a highly productive workforce, but stakeholders first need to know what the benefits are and how they can implement it. Cornerstone's LMS provides key features to help healthcare organizations build an impactful L&D culture, which increases retention, productivity, engagement, and succession.

Discover more about Cornerstone's
innovative **learning solutions!**

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