



Ensuring Compliance Through a Workday LMS Redesign

Challenge

A global chemical company needed to ensure all employees completed required compliance training on time. However, their Workday Learning Management System (LMS) was not configured to meet the company's needs.

This created significant gaps in training delivery, exposing the organization to compliance risks.

Key challenges included:

- Lack of in-house expertise to structure training programs.
- Difficulty defining audiences and campaigns in Workday.
- Variability in compliance requirements across sites and time zones.

These gaps hindered timely and accurate training completion, putting compliance at risk.

Solution

INSPIR Solutions was engaged to redesign and restructure the company's Workday LMS to align with compliance and operational needs.

Key elements of our solution included:

- **Catalog Organization:** Obtained, organized, and defined all training content for U.S. sites.
- **Training Catalog Setup:** Established a structured catalog in Workday LMS to track training requirements by employee and role.
- **Audience and Campaign Definition:** Configured audiences and campaigns in Workday across different time zones.
- **Onsite Engagement:** Worked directly at each site to identify courses, audiences, and campaigns while restructuring the training program.

**INSPIR
Solutions trained
the internal
LMS teams to
manage content,
audiences, and
campaigns
independently.**

- **Process Development:** Built processes for maintaining up-to-date training content and campaigns.
- **Knowledge Transfer:** Provided training to the client's LMS team for ongoing management.

Outcome

The redesigned LMS delivered measurable compliance and operational benefits:

- **Compliance Achieved:** The client reached compliance before the due date.
- **Efficiency Gains:** More employees completed the correct training on time compared to the prior system.

- **Sustainability:** INSPYR Solutions trained the internal LMS teams to manage content, audiences, and campaigns independently, leaving the client set up for future success.

Client Profile

The client is a global chemical company headquartered in the Northeastern U.S., employing more than 5,000 people across multiple locations.

Technologies Supported

Workday Learning Management System

About INSPYR Solutions

Technology is our focus and quality is our commitment.

As a leading expert in delivering flexible technology and talent solutions, we strategically align industry and technical expertise with our clients' business objectives and cultural needs.

Our tailored offerings include a wide variety of professional services, project solutions, managed services, and talent resources, all bolstered by our strategic partnerships with cutting-edge technology services.

By always striving for excellence and focusing on the human aspect of our business, we work seamlessly with our talent and clients to match the right solutions to the right opportunities.

Learn more about us at www.inspyrsolutions.com.