janison
academy

Your learning academy, built your way

No one will ever know your people and their core capabilities better than you do. That's why at Janison Academy we don't sell one-size-fits-all learning – we architect a toolbox that's designed to take the knowledge of your people into the future.

Underpinned by powerful technology, peer-to-peer engagement tools and a full suite of contemporary functionality and content, it's a flexible solution that can transform the face of learning at your organisation.

www.janison.com/learning

Building a transformational learning academy calls for transformational tools

Learning within the workplace is evolving at a rapid pace. It's no longer a once a year activity – it's a constant activity. Today's learners are expected to know more and learn more, faster than ever before.

Learning experiences are no longer about expensive workshops and one-size-fits-all eLearning. They're woven into the way people work: changing behaviours, building skills and applying knowledge. As your employees grow their knowledge through inductive and social learning, they develop stronger connections with their peers and purposefulness aligned to your business direction.

DEMAND FOR HIGHER COGNITIVE SKILLS SUCH AS CREATIVITY, CRITICAL THINKING AND DECISION MAKING, AND COMPLEX INFORMATION PROCESSING, WILL INCREASE BY 19 PER CENT IN THE US AND BY 14 PER CENT IN EUROPE BY 2030.

McKinsey Skill Shift report 2018

TRANSFORM THE FACE OF LEARNING AT YOUR ORGANISATION WITH JANISON ACADEMY'S THREE BUILDING BLOCKS

1 PLATFORM

The foundation that launches your organisation's learning academy. It's designed to integrate with your existing systems and deliver an intuitive and user-friendly interface that makes learning fun, collaborative and motivational for your team.

2 CONTENT

World-leading knowledge curated into learning pathways and structured programs, customised to reflect your brand and business needs – from award-winning providers, such as CrossKnowledge and getAbstract, to industry-agile compliance training and bespoke content.

3 SERVICES

Our implementation and customer success consultants are your trusted advisers and will help you make a real impact with your program. We bolster your learning delivery team with expertise and experience in developing and configuring the platform, driving the best possible outcomes for your organisation.

Learning pathways created by your team and the world's brightest minds

Janison's blended approach to content curation and creation keeps your team ahead of the curve. Build learning pathways with market leading off-the-shelf content in targeted subject areas or blended with your own bespoke content to meet your unique business needs.

THE TOP THREE "SOFT" SKILLS THAT EMPLOYERS IDENTIFIED AS THE MOST IMPORTANT:
COMMUNICATION 75.6%,
LEADERSHIP 55%,
EMOTIONAL INTELLIGENCE 52.2%

Australian Institute of Management
Soft Skills Survey 2019

GLOBAL KNOWLEDGE AT YOUR FINGERTIPS: CROSSKNOWLEDGE

CrossKnowledge delivers leadership and professional skills training to 12 million learners in 130 countries and is Janison's key content provider. We curate CrossKnowledge content that's co-created with blue-chip clients and the CrossKnowledge Faculty, experts from the world's leading universities and business schools.

EXPERT BUSINESS EDUCATION, DISTILLED: GETABSTRACT

getAbstract's mission is to provide executives worldwide with the best in business knowledge. getAbstract delivers this knowledge in 10-minute text and audio summaries of the latest, sharpest and most relevant business books.

COMPLIANCE

Our compliance training modules have been developed in partnership with legal professionals and include core topics such as data privacy and protection, bullying, sexual harassment, cyber security, workplace health & safety and more.

BESPOKE

Janison's highly skilled in-house instructional design and bespoke content team can create targeted learning materials to meet your unique business needs and challenges.

An interface that puts your learners in the driver's seat

Janison Academy uses three key principles to let you capitalise on the most effective approach to learning. These approaches all come together in the learner dashboard.

PUSH

Management and learning teams curate mandatory pathways and curriculum for teams and individuals.
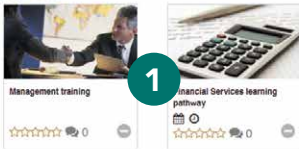
PULL

Learners self-curate their own pathways with content recommendations that have been auto-generated to match their profile and interests.
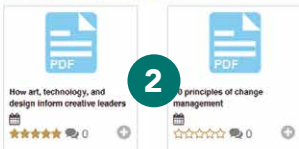
PEER

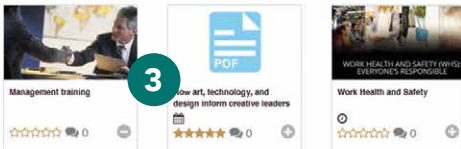Learners add, share and recommend content to their peers and participate in discussions.
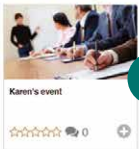
1 MY LIST

Much like a Netflix-style personalised streaming service, this carousel collates learning items that the learner has bookmarked for later.

2 BUSINESS RECOMMENDED

This carousel shows learning items that have been recommended or assigned to the learner by their organisation or manager.

3 PEER RECOMMENDED

This carousel shows learning items that have been recommended to the learner by their peers.

4 CONTINUE LEARNING

This carousel shows content that the learner has already started, so that they can quickly jump back in.

5 NEW LEARNING

This carousel shows learning items that have been added within the last 30 days.

6 CHALLENGES

Challenges allow you to introduce your learners to themes or programs, for example, a professional development program or workplace mental health campaign.

You can create a Challenge with a to-do list of learning items, and learners can comment, like, and share content and their progress with their peers.

7 ADD & SHARE

Learners can create and add their own content to share with their team and colleagues.

8 EXPERTS & LEADERBOARDS

The leaderboard shows the learner how they rank against their colleagues. Those with the highest points are deemed 'experts'.

9 RISK MANAGEMENT

This dashboard shows the learner all the mandatory training they've been assigned. Here they can view their level of compliance and drilldown to see which content they have or haven't completed.

10 MY LEARNING TRANSCRIPT

This is where the learner can check their learning progress. It includes completion statuses and expiry of certifications. They can also download their learner transcript or certificates for CPD.
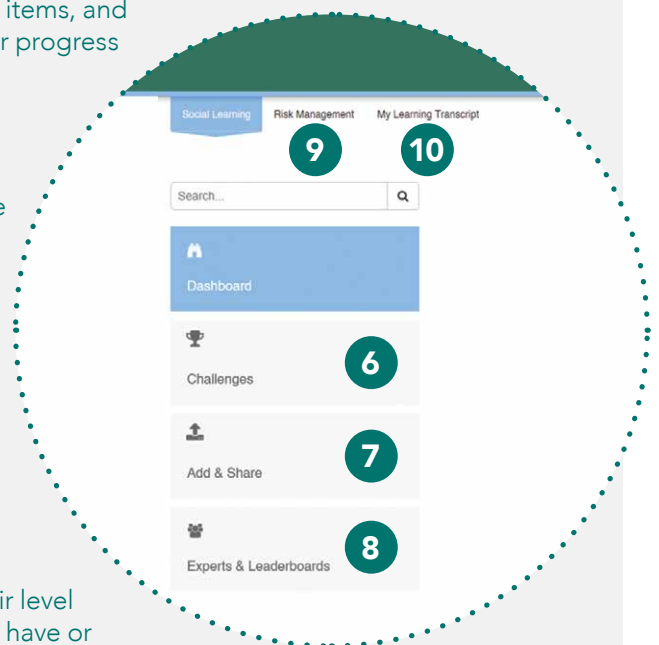
A platform that brings your team's learning hub to any device, anywhere

Agile and underpinned by the best in cloud technology, the Janison Academy platform remains at the forefront of industry trends, without compromising on functionality or performance.

Janison Academy is a learning experience system that curates and recommends content based on a learner's role, goals and interests. It lets learners publish and share content they find useful, and uses machine learning to recommend personalised content relevant to the individual.

Multi-tenancy with subdomain architecture built on the Microsoft Azure Cloud enables quick and easy set-up of separate sites with individual branding and functionality – ideal for individual franchisees or departments.

NATIVE AUTHORING TOOLS

Create and manage your own learning materials, from complex, media-rich learning packages to simple surveys and assessments, with little or no HTML knowledge.

USER-FRIENDLY ADMIN FUNCTIONS

Manage users, learning catalogues, permissions and reporting quickly and easily. Options include API feeds and interface with HR systems.

SLEEK AND DEVICE AGNOSTIC

Ensure your learning academy adapts to mobile browsers and varying screen sizes with zero loss of functionality or performance.

INTEGRATIONS

Our architecture enables seamless inclusion of custom or third party applications.

ECOMMERCE AND TRAINING COST OPTIONS

Charge external users for your courses or assign a value to them internally with a range of payment options and links to external providers.

> **"JANISON IS A VALUED MICROSOFT WORLDWIDE PARTNER WITH A LONG TRADITION OF DELIVERING INNOVATIVE LEARNING AND ASSESSMENT SOLUTIONS."**
>
> Steven Worrall, Managing Director, Microsoft Australia

You choose your blueprint, we help you bring it to life

Janison Academy's trusted implementation and customer success specialists ensure a seamless launch and that your program has ongoing impact. Together with your learning delivery team, our consultants stay with you every step of the way to help drive real results from your new learning academy.

IMPLEMENTATION IS A FIVE-STAGE PROCESS.

1 ARCHITECT

We start by investing the time to understand your business strategy and identify your learning priorities. We work with your key stakeholders and subject matter experts to design a blueprint and develop a detailed project schedule and work plan.

2 CREATE

We tailor the site to reflect your blueprint, upload content and users, manage data migrations and develop integrations.

4 ENGAGE

We help you drive your new learning program into the hearts and minds of your team. Our ongoing maintenance, upgrades and support services will ensure that your platform stays ahead of the curve.

3 LAUNCH

With thousands of successful launches under our belt, we know that there's only one chance to get it right. We're with you every step of the way as you prepare to go live, maximising your content aggregation and curation options, and supporting you as you train your end users.

5 REFLECT

We continue to listen to you, adapt the platform to your needs and make recommendations on how to make a real impact with your program. We will share our roadmap and best practices, and continue to partner with you to improve our product and services.

Q. **HOW DID JANISON ACADEMY HELP SUNCORP TRANSFORM THE WAY IT DEVELOPS ITS EMPLOYEES' SKILLSETS AND CAPABILITIES?**

A. We implemented a new social learning platform that will take how Suncorp's 13,000-strong workforce learns, adapts and grows, well into the future. The financial institution's Cognita learning program supports a workforce that's interactive and dispersed, and creates a seamless, digital experience that recognises the power of individual team members to take control of their own learning and careers.

Cognita was an instant hit among employees, winning over many areas of the business with its bite-sized modules and social learning functionality, and changing the way employees learn, problem-solve and develop their capabilities.

Within the first three months of launch, it saw more than 37,000 items completed and thousands of peer-to-peer comments, ratings and shares.
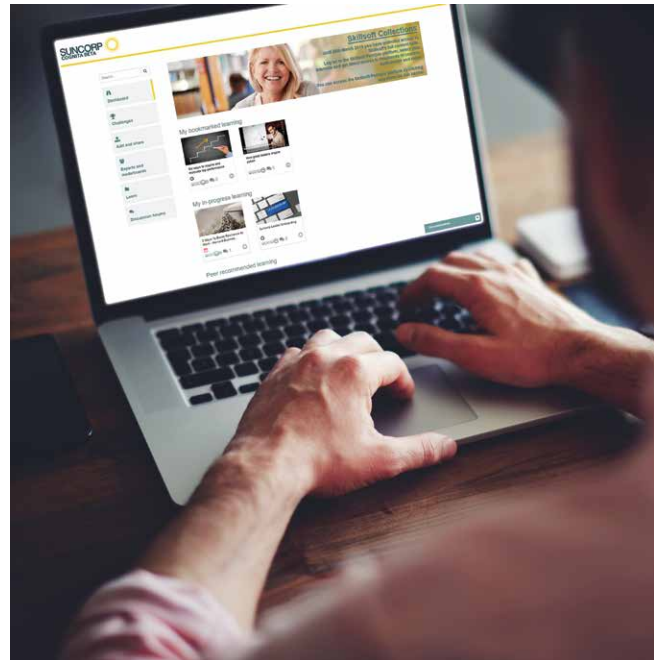
SUNCORP
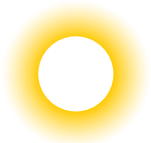
Contact us today

Are you ready to transform the face of learning at your organisation?

Contact us today to chat about your unique business needs and goals, and how we can work together to get you there.

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www.janison.com/learning

ABOUT JANISON

Janison is an education technology pioneer whose purpose is to transform how people learn. Since 1998, we've been providing innovative digital learning and assessment solutions for global corporations, governments and education bodies, in more than 40 countries. We pride ourselves on working in close partnership with our clients to create solutions that overcome their challenges and surpass their needs. For more information, go to www.janison.com

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FINANCIAL REVIEW
LISTS 2018
MOST
INNOVATIVE
COMPANIES

2018
iAWARDS
New South Wales iAward Winner