

Enterprise-wide LMS Deployment

The Client

Larsen & Toubro Limited (L&T) is a technology-driven engineering and construction organization, and one of the largest companies in India's private sector. It has additional interests in manufacturing, services, and Information Technology.

The evolution of L&T into the country's largest engineering and construction organizations is among the more remarkable success stories in the Indian industry.

Business Needs

To foster its commitment to growth and career development, L&T decided to deploy eLearning as a strategic initiative across its six divisions. They needed a strong Learning Management System (LMS) to support and carry forward the L&T vision. The LMS should be able to cater to the large user base and handle the complexities of geographically spreadout divisions.

L&T required a system which could be set up centrally and yet offer a separate look and feel and data area to each division without making copies of the system. Above all, the LMS should integrate seamlessly with the existing SAP implementation.

Solution

We began by conducting a two-day session with the client's core Training team to showcase the features of the UpsideLMS and introduce the team to the concept of eLearning. We also collected wish list features and performance expectations from them which were then used as inputs to fine tune the LMS to meet their requirements.

The UpsideLMS, with its unique support for multiple LMSs within the same LMS structure, fitted the client's needs. The Java technology driven, enterprise-scale LMS ensured that it could cater to L&T's large user base. Offline Training Management and Competency Management modules were included as plug-ins to enable the client to manage both modes of learning using the same system.

Our team quickly put together a design and solution for integration of the LMS into the existing SAP system and legacy databases. While one part of the team focused on customization of the GUI and look and feel, the other focused on customization of the functionality.

The system was successfully set up and configured on the client servers and L&T successfully launched the LMS on the date committed.



Highlights

- SCORM 1.2, SCORM 2004, and AICC compliance
- Successful SAP integration
- Easy-to-use interface
- Separate look and feel for each division in the same installation
- Deployment against a tight schedule