

SAP Solution Brief

SAP SuccessFactors Solutions | SAP Content Stream by Skillsoft

Deliver **Personalized, Multimodal Content** and Learning Paths to Employees

THE BEST RUN





Reimagine the **Employee Learning Experience**

In the information age, **supporting lifelong, continual learning** is vital to powering organizational development. It's what enables people to progress from entry-level positions to senior leadership roles – and drives employee satisfaction and retention. But are your learning resources meeting the needs of modern learners?

Employees typically have less than a half-hour per week for training – so your challenge is helping them consume targeted, high-quality content in the course of their day-to-day work. This is critical to reskilling, upskilling, and investing in people transformation to meet business needs.

Many learning programs leave employees with limited content choices, poor user experiences, and no clear path forward. That's why we've extended the SAP® SuccessFactors® Learning solution with SAP Content Stream applications by Skillsoft.

Through an intelligent digital experience platform, you can deliver personalized learning experiences with curated, top-quality content on a range of topics across four editions – and in an employee's preferred format. Users benefit from individualized content and learning paths that won't disturb their daily workflow. At the same time, the solution empowers HR to centrally manage learning programs, connect learning activities to business objectives, and more.

Reimagine the Employee Learning Experience



Refreshed, Brain-Friendly Content Curated in Learning Paths

SAP Content Stream by Skillsoft gives learners access to more than 500 curated learning paths, or channels, that are continually refreshed and developed based on the latest brain science to maximize engagement. All content is centralized and instantly searchable. The applications can also be used to centralize and search your own custom and third-party content. Depending on the content you choose to license, learners can search and access a curated, wide, and deep selection of courses and assets to achieve their learning and career outcomes. Resources include more than:

- 11,000 books and book summaries
- 7,000 microlearning courses
- 250 audiobooks and summaries
- 140 certifications
- 60 practice labs
- 35 test preparations

This multimodal, multilevel content is designed to be consumed by any learner, anywhere, anytime, regardless of learning style and preference. See the [figure](#) on the next page.

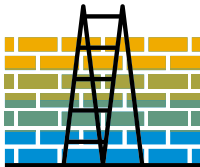
Refreshed, Brain-Friendly Content Curated in Learning Paths

Customized, On-Demand Learning Experiences

Learning in the Flow of Work

Four Focused Content Editions

Manage Learning Programs and Track Business Impacts



With content available in multiple languages, SAP Content Stream helps you **upskill, retrain, and prepare** employees, and your business, for the future.



Figure: A Multimodal, Multilevel Approach to Learning

Watch



Expert-driven video courses with insights from real-world gurus and microlearning for agile content delivery

Read



>11,000 books from the industry's leading publishers, curated within channels

Listen



>250 audiobooks from one of the largest collections in the industry

Practice



Content in various formats, including facilitator guides, accompanying slides, practice labs, boot camps, assessments, and mentoring opportunities

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Customized, On-Demand Learning Experiences

SAP Content Stream delivers personalized, intelligent content recommendations to users based on their interests, career goals, unique learning styles, and content preferences. Users love the solution's intuitive-to-use experience that proposes content relevant to them and serves it up through learning paths that are updated as their interests and goals change.

The digital experience platform automatically remembers when and where busy learners stop a session and reminds them where they left off so they can resume learning in seconds. The

personalized learning experience grows and adapts to each user's evolving needs so they remain challenged. And curriculum maps guide learners throughout their careers.

HR professionals and managers can select pre-built curriculum maps and build personalized learning paths for their people – for example, to meet specific objectives or to drive cultural or process change. Learners can also create their own learning “playlists” so they can easily watch, read, or listen on demand using any device, whether they are flying, driving, or waiting in line.

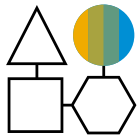
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Curated playlists and curriculum maps guide learners through the stages of their careers, consistently **building on existing knowledge**.



Learning in the Flow of Work

SAP Content Stream makes available an embedded, synchronized learning assistant (ELSA) – a browser plug-in that users can download to incorporate learning into their daily work. Imagine empowering users with in-context learning – available through a browser plug-in – directly in their natural workflow so they can:

- Access leadership training tips and videos throughout their workday
- Explore technical information and ideas to drive digital transformation

- Discover useful information that aligns with their interests by leveraging elastic-search capabilities through an enterprise-grade search engine that provides a similar experience to market-leading consumer Web sites
- Get instant answers to questions in Slack software from Slack Technologies
- Access instant training on apps such as Google Analytics

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The ELSA plug-in works with a **variety of popular browsers** such as Google Chrome and Microsoft Explorer.



Four Focused Content Editions

Every business has different content needs and employee requirements. That's why SAP Content Stream offers four different content editions that can be licensed separately to help meet your organization's goals, including:

- **SAP Content Stream, productivity and collaboration edition:** This standard content package equips nearly everyone in your organization to drive team and organizational performance and use digital technologies. Make available thousands of curated videos, courses, and books to help ensure your people are digitally literate.
- **SAP Content Stream, leadership and digital transformation edition:** Deliver digital and leadership training for the digital age to build capable leaders, support leaders through critical transition points, and develop tenured leaders in emerging digital competencies.

- **SAP Content Stream, business essentials edition:** Help employees develop business-critical skills with broadly applicable content covering everything from time management and conflict management to Six Sigma.
- **SAP Content Stream, technology and developer edition:** Geared for technical and developer audiences, this content package keeps your tech workforce ahead of the IT curve. Give staff a clear career path that inspires and incentivizes them to stay and grow through dynamic, free professional development and education.

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Manage Learning Programs and Track Business Impacts

SAP Content Stream provides powerful administration, tracking, and reporting of employee learning across your organization. It helps you:

- **Demonstrate how learning activities support key business objectives:** Align all content to business deliverables so that when you design learning programs, you can align content to specific business outcomes and report on the real impact of training.
- **Quantify program value:** Show the value of learning investments, including new skills gained, the impacts on salary hours, total benefit, and benefit-to-cost return.

- **Track activity:** Dashboards make it easy to show business impact, engagement, and content use, as well as to provide a quick overview of the learning occurring across the enterprise. At any time, you can drill deeper into learning data to see trends and answer complex questions.
- **Monitor and manage learning activity:** SAP Content Stream integrates with SAP SuccessFactors Learning to support aggregated data and holistic management.

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With SAP Content Stream, you can **measure the true business impact** of your corporate learning program.



Realize the **Benefits**

With SAP Content Stream, you can meet the needs of modern learners by delivering personalized, intelligent learning experiences that:

- Save HR time and effort by delivering precurated, multimodal content that upskills, reskills, and nurtures multigenerational workforces
- Increase employee learning and engagement by personalizing content delivery and modes
- Inspire and incentivize employees to learn, grow, and realize business goals
- Empower HR and managers to customize learning paths that align with business objectives

- Quantify the value of learning by monitoring and evaluating employee progress and achievement
- Extend and optimize your existing content and technology investments with just-in-time learning in the course of daily work

The user-friendly platform increases user adoption and learner engagement. After launching the digital experience platform, customers have reported significant improvements in the use of their e-learning content.

Realize the Benefits



Maximize the business impact of your learning investments.



Summary

SAP® Content Stream applications by Skillsoft incorporate a user-centered digital content experience platform that extends the SAP SuccessFactors® Learning solution to maximize learner engagement and business impact. The applications simplify how you source, curate, and deliver content; develop personalized learning paths; and monitor, track, and report on employee progress. Choose from four content editions to meet the needs of your organization.

Objectives

- Close critical skill gaps
- Engage learners with a personalized learning experience
- Develop talent to support growth and strategic initiatives
- Equip employees to drive digital transformation
- Support employee retention and job satisfaction

Solution

- Precurated content developed by experts
- Personalized content delivery
- Intuitive content discovery and cross-platform delivery
- Multiple learning modalities to meet learning preferences
- Real-time reporting on progress

Benefits

- Reduce time and effort sourcing and aggregating content
- Increase employee learning and engagement
- Empower HR and managers to customize learning paths
- Quantify the business impacts of learning investments

Learn more

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Studio SAP | 65819enUS (19/12)

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