

ASTD TechKnowledge 2008 Conference & Exposition

TU105 - Buy vs. Build: Criteria for Selecting the Right LMS

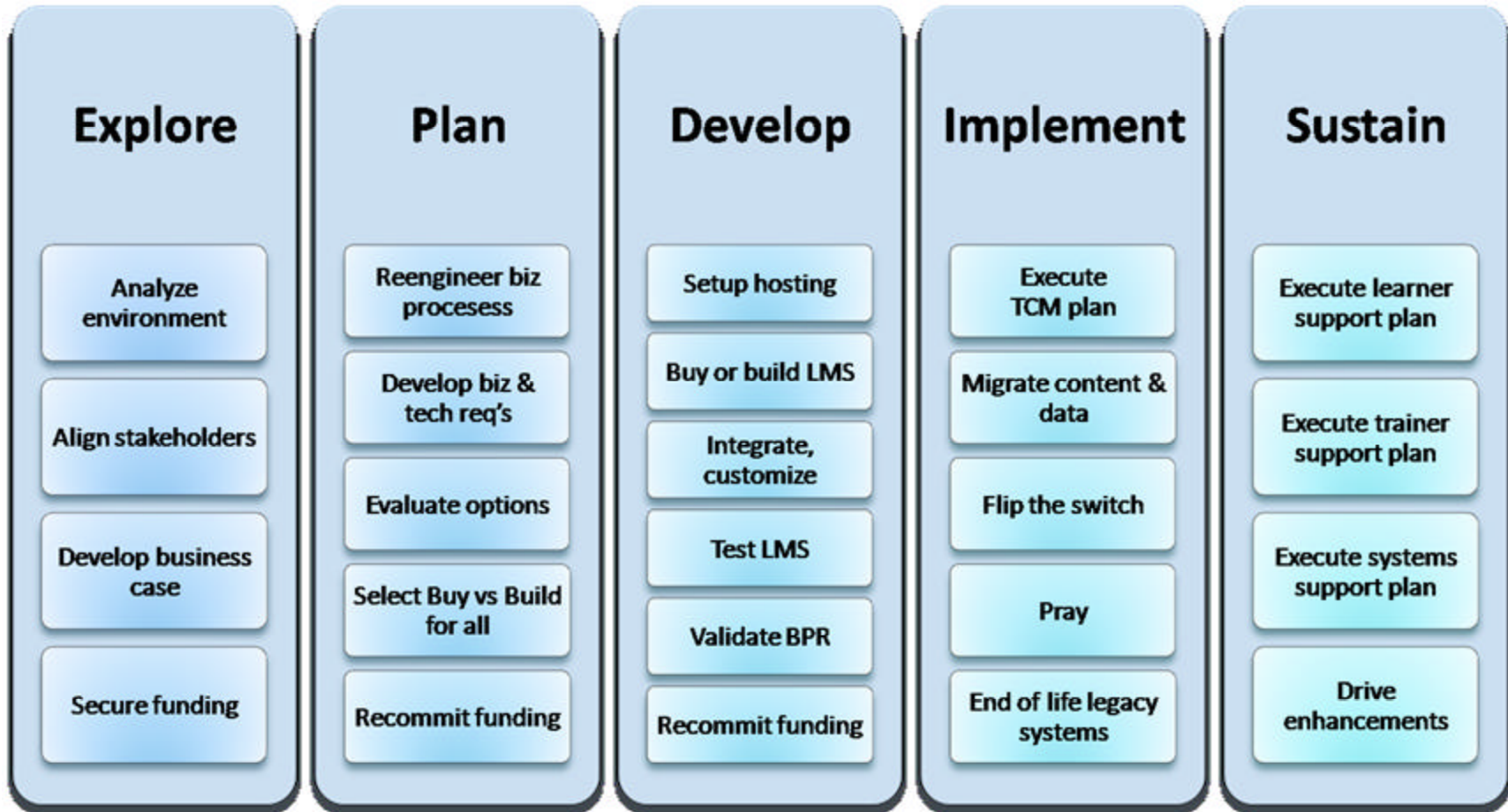
Objectives

1. Describe the different options for implementation
2. Select the right LMS for your organization using the criteria provided

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Job Aid: LMS Selection Process



Job Aid: Analyze Environment

LMS Analysis Worksheet	
Learning	<p>What type of learning does your organization deliver?</p> <ul style="list-style-type: none"><input type="checkbox"/> Classroom<input type="checkbox"/> Virtual classroom<input type="checkbox"/> Web-based training<input type="checkbox"/> On-the-job training<input type="checkbox"/> Podcasts, vodcasts<input type="checkbox"/> Blended<input type="checkbox"/> Other: <p>Are the materials used to support the learning stored in a proprietary or standards-based (AICC, SCORM) format?</p> <p>Does your learning content include any secure or sensitive data?</p>
Learning Audience	<p>Who will the primary users of your LMS be?</p> <p>Are they employed your organization? Or a partner or customer?</p> <p>Are they located inside or outside of your organization's firewall?</p>
Business Conditions	<p>What size budget have you secured or plan to secure for the entire project (software, hardware, headcount, discretionary)?</p> <ul style="list-style-type: none"><input type="checkbox"/> > \$10K<input type="checkbox"/> \$10K – \$50K<input type="checkbox"/> \$50K – \$100K<input type="checkbox"/> \$100K – \$500K<input type="checkbox"/> \$500K - \$1M<input type="checkbox"/> >\$1M <p>When do you need to deploy the new LMS?</p> <ul style="list-style-type: none"><input type="checkbox"/> < 3 mo<input type="checkbox"/> 3 – 6 mo<input type="checkbox"/> 6 – 9 mo<input type="checkbox"/> 9 – 12 mo<input type="checkbox"/> >12 mo

Existing Learning Infrastructure	<p>Does your organization have an existing LMS that is being replaced? Is there more than one?</p> <p>What organization(s) currently own these systems?</p> <p>Why were they constructed/purchased?</p> <p>Why are they subject for replacement?</p>
Non-Learning Infrastructure	<p>Do you need to integrate your LMS with other systems (for example, human resources, general ledger, etc)? If so, which ones?</p>
Information Technology	<p>What level of IT support does your organization offer (can they host servers, customize software, manage vendors, etc)?</p> <p>Does your IT department have any specific rules or policies about the type of technology you may or may not use (Microsoft ASP, ASP.NET, Java, Oracle, SQL, etc)?</p> <p>Does your IT department have any specific rules or policies on the security of content, where and how it can be stored?</p> <p>Does your department or IT have resources that can develop, implement and support software?</p>

Job Aid: Select LMS Options

LMS Selection Checklist	
Learning Management System (LMS)	<input type="checkbox"/> Buy off the shelf, use as-is <input type="checkbox"/> Buy and modify <input type="checkbox"/> Build internal <input type="checkbox"/> Build external
LMS Implementation	<input type="checkbox"/> Conduct internal (department, IT) <input type="checkbox"/> Outsource to LMS vendor <input type="checkbox"/> Outsource to external consultant
Business Process Reengineering	<input type="checkbox"/> Conduct internal (department, HR, corporate university) <input type="checkbox"/> Outsource to LMS vendor <input type="checkbox"/> Outsource to external consultant
LMS Hosting	<input type="checkbox"/> Host internally (department, IT) <input type="checkbox"/> Outsource to LMS application service provider (ASP) <input type="checkbox"/> Outsource to external consultant
LMS Support (help desk, escalations)	<input type="checkbox"/> Support internally <input type="checkbox"/> Outsource to help desk provider <input type="checkbox"/> Outsource to external consultant
Business Process Sustaining	<input type="checkbox"/> Self-service by departments, business units <input type="checkbox"/> Support through corporate university <input type="checkbox"/> Outsource to business process specialist

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