

# **From CTA to Talent Suite**

## **Learning Management System (LMS)**

# Background

2013: Technical specification, analysis and selection

2014: Lengthy contract negotiations:

- Financially viable
- Satisfactory requirements, meeting CERN terms & conditions

2015: Installation, configuration, parameterisation and testing

Technically complex project with many stakeholders:

LMS project steering committee: DHs and GLs for concerned Departments	
Core LMS Working Group	Ad-hoc collaborators
GS-AIS-HR: Giovanni Chierico (Project Lead) Manuel Bouzas Reguera Doreen Klem (as DTO)	<ul style="list-style-type: none"><li>• Administrative Assistants (HR/HSE)</li><li>• DAOs</li><li>• DSO and GLiMoS</li><li>• DTOs</li><li>• HRAs</li><li>• Learners</li><li>• Learning Specialists</li><li>• Supervisors</li><li>• Supplier Administrative Support</li><li>• Technical Support at training centres</li><li>• Trainers</li></ul>
DGS-SEE-ST: Christoph Balle (Safety Training Lead) Isabelle Cusato	
HR-CB-MI: Lucy Lockwood (HR Lead)	
HR-LD: Eva Stern (co-ordinator for requirements)	
	Other operational and subject matter experts...

## 1. Document key CERN processes (HR-LD & HSE, February-May)

- map existing procedures
- anticipate additional needs, streamline where possible

## 2. Two-day workshop (end June) – Purpose:

- explain / understand LMS potential
- present functional overview of CERN training related processes
- discuss / define an implementation plan
- define / agree on milestones and project plan

## 3. Key technical tasks (AIS):

- integration of Talent Suite with other CERN systems (EDH, Oracle HR, CET, etc.)
- migration from CTab + other training related applications
- integration with CERN authentication + roles system for access purposes
- migration of reporting solutions
- analysis and implementation of a solution for financial management

## 4. Testing Phase

## 5. Training

# Way Forward

## Meetings

- Weekly: LD and HSE
- Monthly: LMS Periodic Review meeting (AIS/CB/LD/HSE)
- Ad-hoc meetings as necessary

Project now enters into more active phase

- Regular status updates will be sent
- Input will be requested as appropriate

Please share concerns and questions openly and proactively!