

For this experiment, I reviewed various learning systems and the strengths and weaknesses of each while using the Internet as my “collaboration” tool. After reviewing and researching various articles and sites, I decided to focus specifically on two LMS’s. One being LearnShare (which I use in my workplace), and the other is Cornerstone which is the LMS we’ll be moving to at the end of 2018.

LearnShare is an enterprise learning management system that was recently purchased by UL. I have had experience as both a learner and administratively with the system in various roles in my company. We use LearnShare for eLearning and course management, knowledge and skills assessment tools, and performance management for the majority of our needs (UL, 2017). Other strengths the platform provides is that it just moved to a bootstrap design which allows us to expand to a mobile app this year. One of the good things about the system is we can enroll colleagues in courses administratively, as well as their direct managers and two levels up. LearnShare has a social platform, but we are not turning it on at this time until we have the manpower to monitor what’s posted. You can enroll by division, job code, job title, etc. and can customized the interface by “role”. It also has an *announcement* and *to do* area on the home page, and provides a calendar where the learners can sign up for ILT or online courses. The biggest plus for us is that the system is SCORM compliant.

Some of the platform weaknesses are that it has an outdated user interface, and is not as modern as some of the other enterprise LMS’s I’ve reviewed. Due to the amount of customization they have created for us, if we move to another platform it will not be easy to rebuild some of the features LearnShare custom-built for us. Also, their reporting is mainly data-in/data-out. The platform doesn’t provide robust reporting, which is a problem for our

team which prides ourselves on learning analytics. It takes our team quite a bit of massaging to analyze and slice and dice the data the way we want to see it to tell the story to our customers to show the value of the learning.

Software Advice's (2017) review shares that Cornerstone is a cloud-based performance management solution. It enables users to recruit talent, customize learning initiatives, generate compliance reports, prepare high performers for succession and more. Cornerstone can also be integrated with a variety of HRIS systems. Users can track applicants to identify talent, initiate and automate the hiring process, manage interviews and customize onboarding plans. Cornerstone also comes with a library of training courses that employees can browse and that managers can assign as-needed. A succession dashboard displays the skills, potential and performance of employees, which helps managers identify colleagues who are ready to take the next step in their career and who needs more training to grow.

In researching feedback, most of the downfalls with Cornerstone are the lack of tech support, weak implementation team, and a complex installation process. It requires an LMS Administrator that most new LMS's do not, and the administration is rather complex. It's very expensive, which will price most small companies out of considering it as an option.

Overall, the majority of the functionality is the same between the two systems. However, Cornerstone seems more up-to-date with its user interface, reporting and functionality. If your company has the money and administrative support, I would choose Cornerstone as your learning system solution.

References:

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