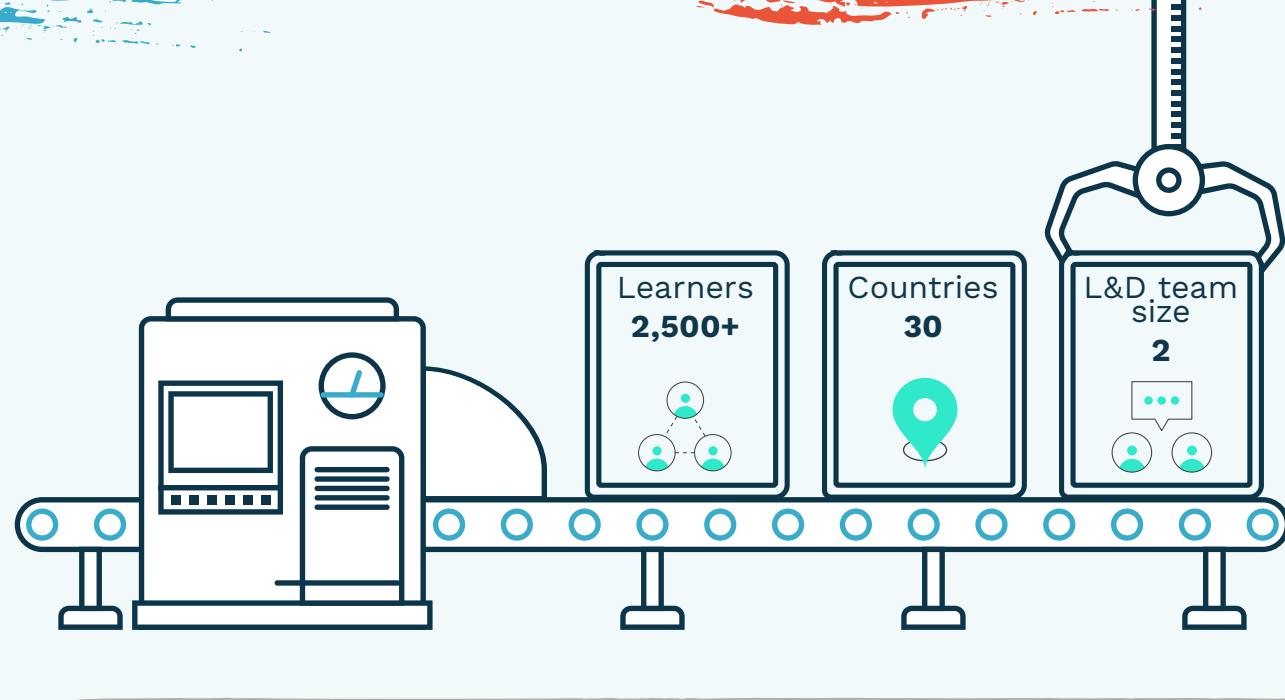


## How Bridge LMS Helps a Two-Person L&D Team Serve **2,500 Learners** Across **30 Countries**

Discover how one manufacturing organization uses Bridge LMS to create a smooth, consistent onboarding experience and efficiently distribute and track compliance training across its global workforce.



This Sweden-based manufacturing company is a market-leading producer of extraction and filtration solutions that contribute to reducing the environmental impacts of industrial production. With an extensive global presence, sales are conducted through its own companies and distributors in over 50 countries.

### The Challenge:

#### Managing Onboarding and Compliance Training for a Global Workforce

Managing and overseeing learning for 2,500 employees across 30 countries was a top challenge for the company's two-person L&D team. Before adopting Bridge LMS, they found their legacy system hard to administer and unintuitive. There was little scope to target and segment external partners and internal learners or get the right training to the right groups based on location and roles. Overall, organizing and administering training was a time-consuming process.

Additionally, the company's expanding global reach meant that the L&D team needed a robust onboarding program to integrate learners of newly acquired companies. Standardizing processes and working practices across all business units and regions was challenging, and as their legacy system was limited to English, it excluded a large number of their learners.

Without a way to manage groups of learners, the organization couldn't tailor communication or distribute location-specific compliance training. What's more, a lack of reporting capabilities in the company's former LMS made it difficult to ensure a consistent training and development experience, check that new hires were meeting mandatory requirements, and pull data to share with stakeholders.

The L&D team knew they needed a modern system that would enable them to manage a diverse set of compliance training needs and create a more cohesive onboarding experience.

*"We decided to choose another system because we couldn't deliver training to the right people in relevant roles and locations. We needed a system to allow us to share training with the entire organization and continuously follow up and improve."*

- Global Knowledge and Training Manager



### The Solution:

#### Easing the Administrative Load With Bridge LMS

When it came to drawing up requirements for a new learning platform, the team knew their replacement system needed to be easy to use without extensive technical knowledge. They also required a solution that could offer centralized visibility over all learners inside and outside of the organization.

The L&D team ultimately chose Bridge over another vendor due to its ease and speed of administration, along with its integration capabilities, and the ability to segment and manage partner training with different subaccounts.

*"We chose Bridge because it's easy to administer and integrate. As a two-person team, we can administer everything and create specific subaccounts for partners to avoid messing up the organization. With Bridge, it only takes a few clicks for people to reach the learning, and we only have to send one email to onboard everyone within the system. This is extremely important to us because we have colleagues all over the world."*

- Global Knowledge and Training Manager

An immediate benefit of using Bridge was the ability to bring partners and newly acquired companies into the platform and segment them into separate accounts. This eases the administrative burden and creates an efficient and consistent onboarding experience aligned with the company's culture. Since the platform caters to a multi-language audience, it supports the organization in building a culture inclusive of the global workforce.

The team uses the LMS in place of an HR platform, integrating learner data and automating new hire enrollment. With smart groups, they can target training delivery to specific roles, departments, and regions, ensuring that the right people get the right training and automating distribution for a smooth experience.

With access to learning analytics, the customer ensures they meet regulatory requirements and minimize risk. They're also surfacing this L&D data for company-wide annual and sustainability reports.

Besides meeting compliance and onboarding needs, the company uses Bridge as a communication channel to host live webinars, sharing the results and action items from employee engagement surveys with managers and employees. Learners are also encouraged to pursue ongoing training development within the learning library and are notified when new content is available.

Since rolling out Bridge, the company has built a manager development program that teaches core manager and leadership skills, clarifies key aspects of the role, and sets expectations for people managers. The learning program utilizes eLearning and live training webinars, supporting managers with their responsibilities and allowing them to ask specific questions.

*"A manager development program has been missing at our company, and it's important that we provide a common ground for how we view leadership. Overall, leaders are improving year-on-year, and employees feel that managers know what they're doing."*

- HR Coordinator



In addition to training, the L&D team uses the platform to equip managers with practical, time-saving tools. With the ability to oversee employee training and receive notifications when direct reports have time-sensitive training obligations, they can be more strategic with follow-up conversations.

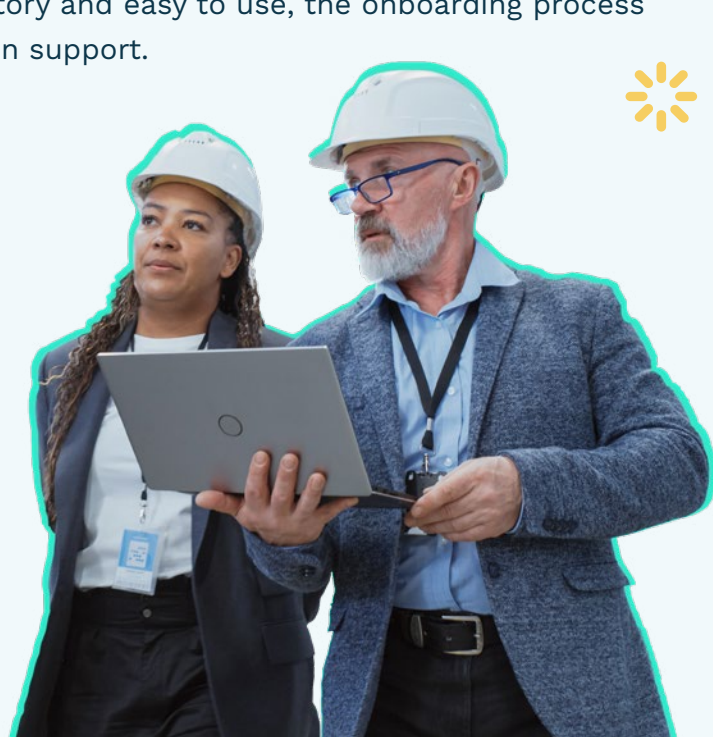
### The Results:

#### Faster Onboarding, Closer Cultural Alignment, and Improved Employee Satisfaction

Bridge's ease of use is benefiting the team in several ways. For example, they're able to upload and distribute training that reaches hundreds of learners in a matter of minutes—a previously impossible task. They're also using notifications to communicate new training and scheduling reminders to learners with incomplete learning tasks.

Since people find Bridge self-explanatory and easy to use, the onboarding process is faster and people require less admin support.

This time saving has led to strategic results in other areas. The L&D team shares country-specific compliance reports each month using [Learner data](#) collected in Bridge. With greater ease of reporting and increased visibility, the company consistently meets its regulatory requirements and has achieved an 87% completion rate.



*"We use the LMS to report on sustainability and share employee training metrics. Compliance training completion rate is an important KPI in the company's annual and sustainability reports. The group management and board of directors are very satisfied with the compliance training measurements."*

- Global Knowledge and Training Manager



By reviewing HR data and following up with managers, the company can also see that the training offered improves learner satisfaction. Further, manager training and development make managers more confident in their roles, while setting clear expectations. As a result, they're engaging in more productive [performance conversions](#), increasing employee satisfaction.

*"It was another world before and after Bridge. We're a slim admin organization, and Bridge is so fast and user-friendly that we can push out training to communicate with people all over the world."*

- HR Coordinator

### Streamline and Scale Your Learning and Development Efforts With Bridge

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