

## Use Totara LMS to map learning to job positions and organisational levels

Hierarchies in Totara LMS allow you to set up any number of frameworks that best represent the structure of your organisation. This enables you to create the specific structures and relationships of job positions and different sections of your organisation. Learning can then be mapped to individual job roles, management levels, departments, teams and groups.

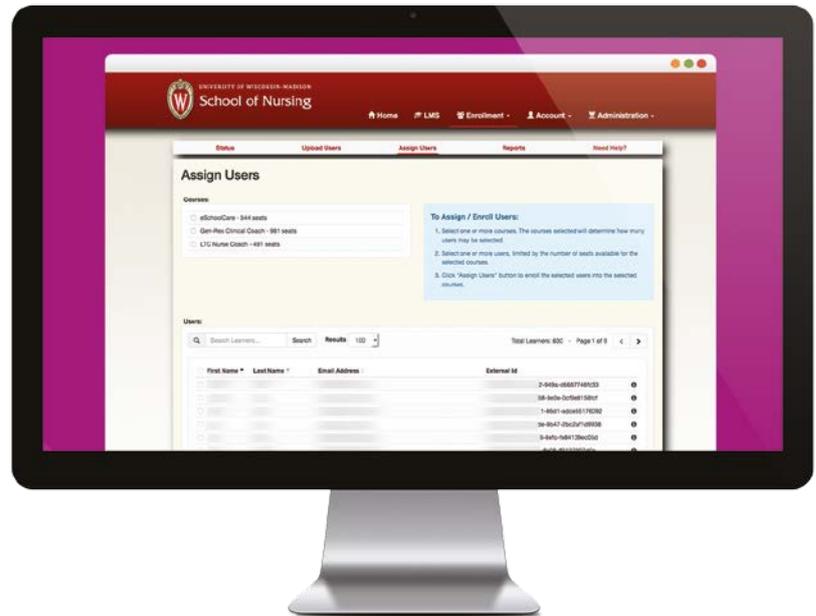
Hierarchies are highly configurable to provide the structures which facilitate position and organisation-specific learning plans, competency evaluation, filtered reporting and management.

### Developing competencies within your organisation

With support for multiple competency frameworks within Totara LMS, you can build compliance and competency structures across all sections and job positions within your organisation.

The achievement of competencies can be linked to the completion of one or many courses within Totara LMS or assessed externally and captured within a learner's plan.

Organisation-specific scales may be created for assessing levels of competency across learners and priorities set for each competency within a learning plan.



### Tying it all together

1. Assign learners to organisations and positions
2. Assign competencies to organisations and positions
3. Assign courses to competencies
4. Courses and competencies then automatically appear in learning plans

Using hierarchies, an organisation can create a picture not only of the competencies required to fulfil a job role, but the capabilities and skills available within the organisation. With these succession planning and talent management tools alongside a powerful and intuitive learning delivery system, Totara LMS can provide your organisation with a complete staff development solution.

### Generate targeted reports for management

Predefined and custom reports can be configured to filter results based on positions and sections of the organisation, allowing a single report to service a range of management groups within the organisation and provide a snapshot of training compliance and completion across the business.



