

**WHAT'S  
NEW!**  
2022-2023 (Q3 Update)

## 4 VARIANTS

AS PER YOUR ORGANIZATION'S  
GROWING NEEDS



### LEARN

For Beginning your Online Journey



### LEARN+

Learning Portal for Complex & Large  
Organizations



### GROW

Enterprise LMS Plus LXP



### ACT

Targeted Learning System linked with  
Business Goals



Learn	Learn+	Grow	Act
MODULES	MODULES	MODULES	MODULES
<ul style="list-style-type: none"> <li>E-Learning</li> <li>Includes, SCORM, HTML Content, Reference Link, Deep Links, Programs</li> <li>Assessments, Assignments</li> <li>ILT/VILT</li> <li>Mobile App (Learner/Trainer/Manager)</li> <li>Preconfigured content channels (New Courses, Ongoing Courses, Pending Approval Courses, Due Soon)</li> <li>History/Transcript</li> <li>Global Search</li> <li>Announcements (Public &amp; Course Based)/Notifications</li> <li>FAQs</li> <li>Calendar View</li> <li>BI and Data Warehouse</li> <li>Certification</li> </ul>	<ul style="list-style-type: none"> <li>On Job Evaluation</li> <li>Compliance</li> <li>Read &amp; Sign</li> <li>Preconfigured content channels (New Courses, Ongoing Courses, Pending Approval Courses, ILT/VILT, Due Soon, Compliance Courses)</li> <li>Briefcase</li> <li>Gamification + Redeemable Shop</li> <li>Flow Automation Rules using LPP <ul style="list-style-type: none"> <li>Assign on aging/vintage</li> <li>Assign on completion</li> <li>Score based refresher/retraining</li> </ul> </li> <li>BI and Data Warehouse</li> <li>Spaced Program</li> <li>Surveys (Course Specific)</li> </ul>	<ul style="list-style-type: none"> <li>Video Library with Social Upload</li> <li>Conversations (Public &amp; Course Specific)</li> <li>Surveys (Public &amp; Course Specific)</li> <li>Blog</li> <li>Programmable Channels</li> <li>AI powered Recommendation Channels and "More like this" on courses</li> <li>Course Reviews and ratings</li> <li>Skills &amp; Competency: Skills page, Skill based TNI, Skill tagging with Courses and Job Roles</li> <li>Skill Assessments</li> <li>Webinars</li> <li>Active Wall <ul style="list-style-type: none"> <li>Course Marketing Campaign</li> <li>Adoption Campaign</li> <li>Engagement Campaign</li> </ul> </li> <li>External Content curation module</li> </ul>	<ul style="list-style-type: none"> <li>LPP with external KPI data upload</li> <li>Unlimited Rules and KPIs in LPP</li> </ul>
REPORTS	REPORTS	REPORTS	REPORTS
<ul style="list-style-type: none"> <li>Site Usage Report</li> <li>User Profile</li> <li>Assessment Report</li> <li>Learning Progress Report</li> <li>Learning Details Report</li> <li>Training Master Report</li> <li>Training Status Report</li> <li>Training Feedback Report</li> <li>Training Budget Report</li> <li>SCORM Progress Report</li> <li>Announcement Report</li> <li>Certification Report</li> </ul>	<ul style="list-style-type: none"> <li>Compliance Application Report</li> <li>Compliance Status Report</li> <li>OJE Report</li> <li>Gamification Report</li> </ul>	<ul style="list-style-type: none"> <li>Skills Report</li> <li>Video Usage Report</li> </ul>	<ul style="list-style-type: none"> <li>LPP KPI Report</li> <li>LPP Rule/Action Report</li> </ul>
DASHBOARDS	DASHBOARDS	DASHBOARDS	DASHBOARDS
<ul style="list-style-type: none"> <li>Site Usage Dashboard</li> <li>User Profile Dashboard</li> <li>Learning Details Dashboard</li> <li>Training Dashboard</li> <li>Assessments Dashboard</li> </ul>	<ul style="list-style-type: none"> <li>Compliance Dashboard</li> <li>OJE Dashboard</li> </ul>	<ul style="list-style-type: none"> <li>Skill Dashboard</li> </ul>	<ul style="list-style-type: none"> <li>KPI Analysis Dashboard</li> <li>Rule/Action Dashboard</li> </ul>
SUPPORT	SUPPORT	SUPPORT	SUPPORT
<ul style="list-style-type: none"> <li>Gold Support Package</li> </ul>	<ul style="list-style-type: none"> <li>Gold Support Package</li> </ul>	<ul style="list-style-type: none"> <li>Platinum Support Package</li> </ul>	<ul style="list-style-type: none"> <li>Platinum Support Package</li> </ul>

## Connectors

- Teams (for VILT)
- Zoom (for VILT)
- Webex
- Coursera
- Udemy (For external content curation)
- Pluralsight
- Youtube (For external content curation)
- Stackoverflow (For external content curation)
- Linked In (For external content curation)
- Awarathon (for Video Assessments)
- LTI APIs
- SSO and Authentication (SAML, Oauth, OpenID)
- Twilio/SMSHubIndia
- Turbo SMTP/AWS SES
- Google Suite (for Calendar blocking)
- Office 365 (For Calendar blocking)

## User Management

Role	Feature	Learn	Learn+	Grow	Act
Admin	Manage Users, Roles, Privileges, My Account, dynamic fields	✓	✓	✓	✓
	Configurable user registration form	✓	✓	✓	✓
	Configure/Customize User Roles, User Interface etc.	✓	✓	✓	✓
	Create Organization Hierarchy	✓	✓	✓	✓
	Import/Export User Data	✓	✓	✓	✓
	Define Custom Parameters – Location, Designation, Authority, etc.	✓	✓	✓	✓
	Set user privileges on Data and accessibility	✓	✓	✓	✓
Learner	Manage Own Profile	✓	✓	✓	✓
	Change/Retrieve password	✓	✓	✓	✓
	Access workflow Driven Processes for learning	✓	✓	✓	✓
	Self-Register on LMS	✓	✓	✓	✓
	Self-Register and nominate for Courses/trainings	✓	✓	✓	✓
	Support Information available - Help Manuals, FAQs, Contact Us	✓	✓	✓	✓
	View a comprehensive user profile with dynamic fields, learning details and privacy settings	✓	✓	✓	✓
	Choose to revoke/give consent to show personal information as part of privacy settings	✓	✓	✓	✓
	Access notification center for learning related alerts and announcements	✓	✓	✓	✓

# Analytics

Role	Feature	Learn	Learn+	Grow	Act
Admin	Access and generate reports available out of the box	✓	✓	✓	✓
	Site Usage Report	✓	✓	✓	✓
	User Profile	✓	✓	✓	✓
	Assessment Report	✓	✓	✓	✓
	Learning Progress Report	✓	✓	✓	✓
	Learning Details Report	✓	✓	✓	✓
	Training Master Report	✓	✓	✓	✓
	Training Status Report	✓	✓	✓	✓
	Training Feedback Report	✓	✓	✓	✓
	Training Budget Report	✓	✓	✓	✓
	SCORM Progress report	✓	✓	✓	✓
	Announcement Report	✓	✓	✓	✓
	Compliance Application Report	✗	✓	✓	✓
	Compliance Status Report	✗	✓	✓	✓
	OJE Report	✗	✓	✓	✓
	Certification Report	✗	✓	✓	✓
	Gamification Report	✗	✓	✓	✓
	Skills Report	✗	✗	✓	✓
	Video Usage Report	✗	✗	✓	✓
	External Content Usage report	✗	✗	✓	✓
	LPP KPI Report	✗	✗	✗	✓
	LPP Rule/Action Report	✗	✗	✗	✓
	Access interactive dashboards for different roles in the LMS	✓	✓	✓	✓
	Site Usage Dashboard	✓	✓	✓	✓
	User profile Dashboard	✓	✓	✓	✓
	Learning Details Dashboard	✓	✓	✓	✓
	Training Dashboard	✓	✓	✓	✓
	Assessments Dashboard	✓	✓	✓	✓
	Compliance/Certification Dashboard	✗	✓	✓	✓
	OJE Dashboard	✗	✓	✓	✓
	Skill Dashboard	✗	✗	✓	✓
	KPI analysis Dashboard	✗	✗	✗	✓
	Rule/Action Dashboard	✗	✗	✗	✓
	Save and print reports to multiple formats including excel, PDF and CSV	✓	✓	✓	✓
	Schedule reports to be mailed automatically to users	✓	✓	✓	✓
	Create custom filters for reports & save them for re-use	✓	✓	✓	✓
	Search text within reports	✓	✓	✓	✓

Role	Feature	Learn	Learn+	Grow	Act
Learner	Generate Learner Activity Report and Individual reports on each course	✓	✓	✓	✓
	View Learning dashboard to view the graphical representation of completed, not completed, In progress learning count.	✓	✓	✓	✓



## Smart Notifications

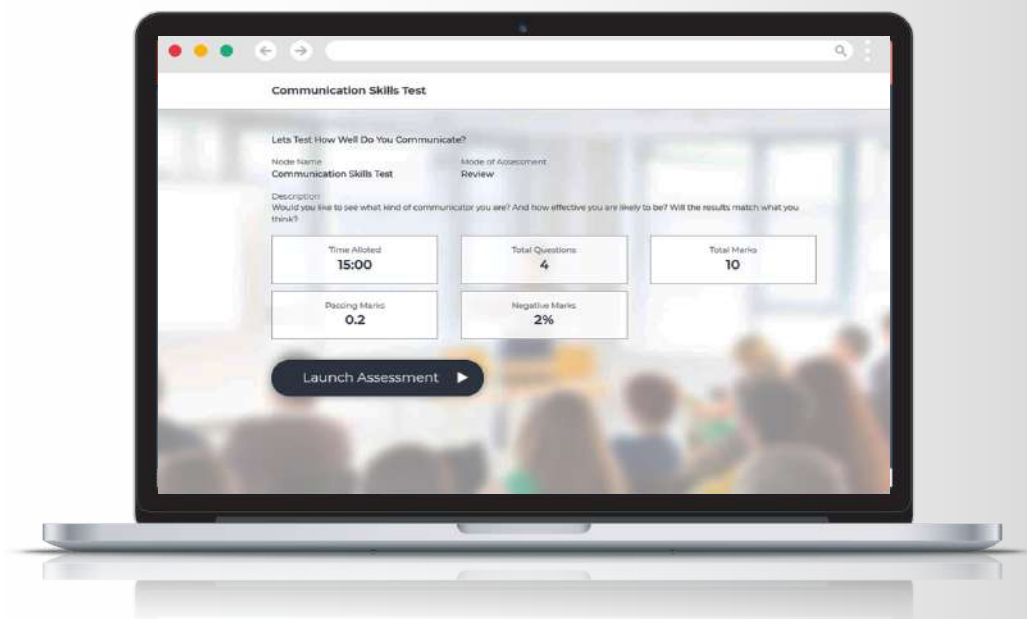
Role	Feature	Learn	Learn+	Grow	Act
Admin	Create custom templates for notifications	✓	✓	✓	✓
	Turn on or off each notification trigger as well as notification mechanism (e-mail, SMS, app etc.) individually	✓	✓	✓	✓
	View a log of notifications sent to each user	✓	✓	✓	✓
	Notifications in the system	80+	100+	110+	120+
	Custom notifications based on learning progress	✗	✓	✓	✓
	Custom notifications based on engagement of the learners	✗	✗	✓	✓
	Custom notifications based on External KPIs	✗	✗	✗	✓
Learner	Receive different notifications about their learning activities, from new courses assignment to classroom training cancellations.	✓	✓	✓	✓
	View notification on their notification center, e-mail (optional), SMS (optional), Mobile App Notification tray (Optional)	✓	✓	✓	✓
	Get personalized information of learning activities	✓	✓	✓	✓

## E-Learning

Role	Feature	Learn	Learn+	Grow	Act
Admin	Build a Comprehensive Content library within the LMS	✓	✓	✓	✓
	Multiple Content Formats – SCORM 1.2, SCORM 1.3/2004, HTML, PPT, PDF, Word Documents and much more	✓	✓	✓	✓
	Option to restrict downloading of content (PDF)	✓	✓	✓	✓
	Create and Manage Courses & Programs	✓	✓	✓	✓
	Manage Course Catalog & Associate content	✓	✓	✓	✓
	Classify Courses based on topics & categories	✓	✓	✓	✓
	Assign Courses / Programs to learner / learner groups	✓	✓	✓	✓
	Create blended learning programs with multiple courses, Classrooms and content.	✓	✓	✓	✓
	Manage Certifications Process – Custom Templates	✓	✓	✓	✓
	Manage Learner Credits	✓	✓	✓	✓
	Bulk Assign Courses, Programs, Classroom trainings by job roles, organization structure and reporting manager using Training Groups	✓	✓	✓	✓
	Generate public deep links for courses that are shareable with LMS users using outside the LMS channels	✓	✓	✓	✓
	Generate public deep links for course specific surveys that are shareable with LMS users using outside the LMS channels	✗	✓	✓	✓
Generate public deep links for conversations, videos and public surveys that are shareable with LMS users using outside the LMS channels	✗	✗	✓	✓	
Learner	Access learning content through an intuitive channel-based UI	✓	✓	✓	✓
	Learning Center showing all current / past / future trainings and courses	✓	✓	✓	✓
	Calendar to View Scheduled Trainings and other timed activities	✓	✓	✓	✓
	Get Notification about the courses & associated events	✓	✓	✓	✓
	Rate & review courses after completion	✓	✓	✓	✓
	Download activity reports for individual courses	✓	✓	✓	✓
	Directly access courses & other content on the LMS using deep links	✓	✓	✓	✓

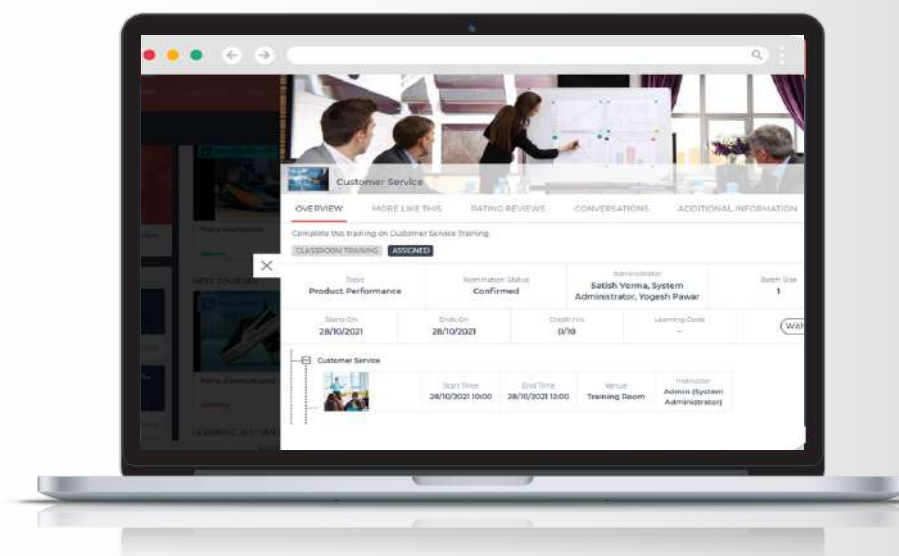
## Assessments

Role	Feature	Learn	Learn+	Grow	Act
Admin	Create assessments manually or generate unique random assessments from the Global bank using rules	✓	✓	✓	✓
	Turn on or off each notification trigger as well as notification mechanism (e-mail, SMS, app etc.) individually	✓	✓	✓	✓
	Create a Global Question Bank with meta tagged questions for easy search.	✓	✓	✓	✓
	Multiple Question Formats – True and False, Multiple Choice, Multiple Responses, Match the following, Object Sequencing Question Type, Fill in the Blanks & Subjective	✓	✓	✓	✓
	Attach Documents & Images with Questions and Options	✓	✓	✓	✓
	Assign to Individual Learner or a Group in a fixed or Random Mode Bulk Upload Questions via CSV	✓	✓	✓	✓
	Set Assessment Time Limits & Automatic Submission, Custom Messages & Responses to Objective Questions, Negative Marking, Online Scoring and much more	✓	✓	✓	✓
Learner	Use a simple Interface to attempt assessment with speed & ease.	✓	✓	✓	✓
	Get Instant Feedback on Objective Assessments	✓	✓	✓	✓
	Access and review Past Assessments	✓	✓	✓	✓
	Flag questions, View question navigation bar with attempted & non-attempted questions highlighted	✓	✓	✓	✓
	View assessment result on successful submission	✓	✓	✓	✓



## Classroom and Virtual Training

Role	Feature	Learn	Learn+	Grow	Act
Admin	Manage assets like training venues/locations and their availability	✓	✓	✓	✓
	Create a master list of instructors and manage their availability	✓	✓	✓	✓
	Perform classroom Session Management	✓	✓	✓	✓
	Attendance Management and attendance marking through QR code	✓	✓	✓	✓
	Upload Past Trainings Data	✓	✓	✓	✓
	Manage Batch Size and Wait List	✓	✓	✓	✓
	Manage Training Budget	✓	✓	✓	✓
	Provide Feedback for Trainers	✓	✓	✓	✓
	Training Nomination by Manager	✓	✓	✓	✓
	Manage inventory to be used in an ILT	✓	✓	✓	✓
	Connectors Available for Zoom us and MS Teams	✓	✓	✓	✓
	Compatible for Integration with major webinar suites like Webex, Gotomeeting etc.	✓	✓	✓	✓
	Launch webinars and virtual classrooms (one to one or one to many) from within the LMSt	✓	✓	✓	✓
	Create, manage and launch Virtual training sessions from within the LMS and Attendance auto-sync	✓	✓	✓	✓
	Attendance auto-sync with integrated connectors (Zoom/Teams)	✓	✓	✓	✓
Learner	View training calendar for their classes	✓	✓	✓	✓
	View learners for each training	✓	✓	✓	✓
	Manage attendance and training evaluation.	✓	✓	✓	✓
	Fill up training feedback form	✓	✓	✓	✓
	Mark attendance using by scanning a QR code	✓	✓	✓	✓





# Mobile App

Role	Feature	Learn	Learn+	Grow	Act
Trainer/ Instructor	View training calendar for their classes	✓	✓	✓	✓
	View learners for each training	✓	✓	✓	✓
	Manage attendance and training evaluation	✓	✓	✓	✓
	Fill up training feedback form	✓	✓	✓	✓
	Use QR code-based attendance management	✓	✓	✓	✓
	Fill On Job evaluation forms	✗	✓	✓	✓
Learner	View learning programs, classrooms and courses	✓	✓	✓	✓
	Launch courses content - Assessment, Assignment, SCORM 1.2/1.3, etc.	✓	✓	✓	✓
	Offline viewing of SCORM course on Mobile Devices and sync progress whenever online	✓	✓	✓	✓
	View Assessment Scores and Report Card	✓	✓	✓	✓
	Receive App Specific notifications	✓	✓	✓	✓
	View Announcements	✓	✓	✓	✓
	Participate in Virtual Classrooms	✓	✓	✓	✓
	Mark attendance using QR code	✓	✓	✓	✓
	New age UI/UX for learners	✓	✓	✓	✓
	Learner interface for Collaboration features - Course Specific Survey, Briefcase	✗	✓	✓	✓
	Learner interface for Collaboration features Conversations, Public Survey, Briefcase	✗	✗	✓	✓
	Learner Interface for Certifications achievements	✓	✓	✓	✓
	Learner Interface for Gamification achievements	✗	✓	✓	✓
	Learner interface for Skills feature	✗	✗	✓	✓



## Spaced Learning

Feature	Learn	Learn+	Grow	Act
Create re-enforcement spaced learning programs under learning management	✗	✓	✓	✓
Attach re-enforcements to events like Classroom trainings or new employee joining	✗	✓	✓	✓
Make and manage multi-element content delivery schedules, over various modes SMS, email, App etc.	✗	✓	✓	✓
Users directly access learning elements through deep links	✗	✓	✓	✓
Users are notified when learning elements are assigned	✗	✓	✓	✓

## Self Paced Learning Features

Feature	Learn	Learn+	Grow	Act
Complete mechanism for self-driven & self-paced learning	✗	✗	✓	✓
Automated tagging and indexing of learning content for easy search	✗	✗	✓	✓
Ranked search engine provides relevant search results in a ranked order	✓	✓	✓	✓
Machine Learning-based Suggestion Engine provides most relevant suggestion of content/courses based on learner attributes (job role, Skills etc.) and learning histories	✗	✗	✓	✓
Create learning channels based on specific topics, keywords, recency, type or skills attached.	✗	✗	✓	✓
Easy categorization of content through customizable channel-based UI	✗	✗	✓	✓
User notification for any new material which is added or made available in the channel	✗	✗	✓	✓

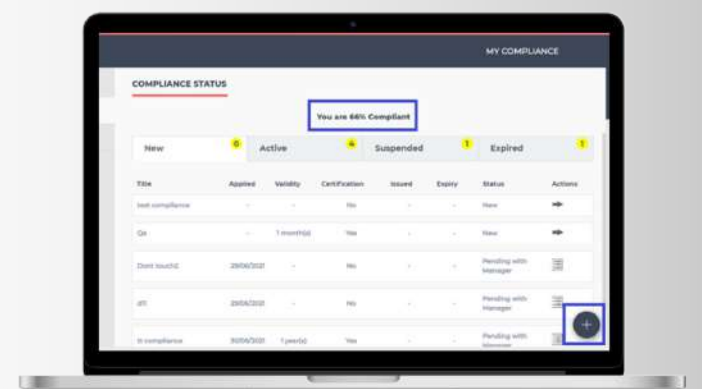


## Gamification

Feature	Learn	Learn+	Grow	Act
Create Levels, Badges and competitions	✗	✓	✓	✓
Create rules on various learning activities and define points and competitions	✗	✓	✓	✓
Accumulate learning points via learning tasks (course completion, test marks, attending classes etc.)	✗	✓	✓	✓
Earn badges based on learning points	✗	✓	✓	✓
Take part in Competitions and view leader boards	✗	✓	✓	✓
Earn Rewards by redeeming earned points in the inbuilt reward shop	✗	✓	✓	✓

## Compliance & Certification

Feature	Learn	Learn+	Grow	Act
Manage certification and trainings for internal and regulatory compliance requirements.	✓	✓	✓	✓
Create certification systems that authorize users for task and job-role based activities.	✓	✓	✓	✓
Master of compliance can be created in the system; the relevant user will apply for these compliances	✗	✓	✓	✓
Each compliance can have a rule set comprising of certifications to be done and information/external artifacts to be submitted, to complete that compliance	✗	✓	✓	✓
Each compliance can have the validity & once that is expired, user must apply for the authorization again.	✗	✓	✓	✓
Create compliances that have pre-requisites based on user attributes (vintage, department, etc.) or other dynamic attributes	✗	✓	✓	✓
Attach compliances to a Job role or have it assigned to a user/training group	✗	✓	✓	✓
Check employee compliance levels using compliance reports & dashboards across the organization	✗	✓	✓	✓
Built-in digital signature mechanism for learner activities (course completions and announcements)	✗	✓	✓	✓
Effective audit logging for better reports that are used in statutory audits	✗	✓	✓	✓



## On Job Evaluation

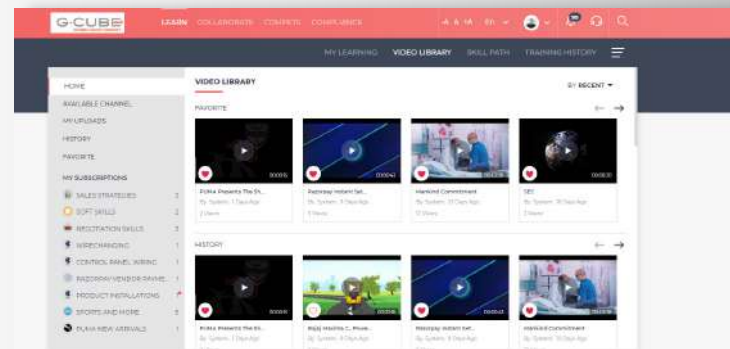
Feature	Learn	Learn+	Grow	Act
Perform on-job evaluation and on-going remedial training for employees	✗	✓	✓	✓
Create processes for on-job- evaluation of learners using dynamically created checklists	✗	✓	✓	✓
Perform audit activities and workflows with built-in notifications for exception handling	✗	✓	✓	✓
Gather multi-level 360-degree feedback on individual employee performance	✗	✓	✓	✓
Automate evaluation processes through smart scheduling	✗	✓	✓	✓
Execution & approval workflow can be added which will specify who will fill the checklist, who will review and who will approve it. This can be reporting chain based, role based or user specific based.	✗	✓	✓	✓
The execution and approval workflow will be available to learner and admin/manager on mobile App	✗	✓	✓	✓

## Social Collaboration & Learning

Role	Feature	Learn	Learn+	Grow	Act
Admin	Launch and Manage Blogs	✗	✗	✓	✓
	Launch and Manage course specific Surveys of various types - Multiple Choice, Descriptive, Multiple Response or True / False	✓	✓	✓	✓
	Launch and Manage public Surveys of various types - Multiple Choice, Descriptive, Multiple Response or True / False	✗	✓	✓	✓
	Manage Global & Course related conversation forums	✗	✗	✓	✓
	Send Global and course related Announcements	✓	✓	✓	✓
Learner	Post problems and questions in forums	✗	✗	✓	✓
	Participate in course specific Surveys	✗	✓	✓	✓
	Participate in public Surveys	✗	✗	✓	✓
	Upload & store important documents under Briefcase	✗	✓	✓	✓
	Share documents with peers and other learners	✗	✓	✓	✓
	Access from anywhere	✗	✓	✓	✓
	Read Blogs and add comments	✗	✗	✓	✓

## Video Library

Role	Feature	Learn	Learn+	Grow	Act
Admin	Upload & Manage Video based Learning Content	✗	✗	✓	✓
	Deliver content on Web based player which supports multiple resolutions	✗	✗	✓	✓
	Generate and view comprehensive usage reports & admin dashboards	✗	✗	✓	✓
	Create multiple subscribe-able channels	✗	✗	✓	✓
	Upload closed caption using support for video transcripts (English)	✗	✗	✓	✓
Learner	Upload video content for inclusion in the video library (moderated)	✗	✗	✓	✓
	Access video through a YouTube style video interface	✗	✗	✓	✓
	Subscribe Channels from the list of available channels	✗	✗	✓	✓
	Add videos to Favorite list for later and quick view	✗	✗	✓	✓
	Make use of In-Video Bookmarking and Search	✗	✗	✓	✓



## Skills Module

Role	Feature	Learn	Learn+	Grow	Act
Admin	Create Competency & Skills Bank	✗	✗	✓	✓
	Map Skill/ Competencies to Job Profiles	✗	✗	✓	✓
	Analyze Organization-wide Skills & Competency Gaps (basis Job Profile, Group, Location etc.)	✗	✗	✓	✓
	Map Skills and Competencies with Courses	✗	✗	✓	✓
	Training Need Identification to Bridge Skill Gap in learners	✗	✗	✓	✓
	Manager to verify Competency & Skills Analysis	✗	✗	✓	✓
Learner	View Skills and Level of own Job Role conduct Self Analysis of Competency & Skills	✗	✗	✓	✓
	Get recommended Trainings to fill Competency & Skills Gap	✗	✗	✓	✓
	View Skill Levels using a comprehensive Skills Dashboard	✗	✗	✓	✓

## External Content Curation Module

Feature	Learn	Learn+	Grow	Act
Search, fetch, & publish content from external learning providers. Including Udemy, Linked In, Youtube, Stackoverflow and more	✗	✗	✓	✓
Link external MOOCs like Udemy and Linked in to make their content a part of the LMS programs	✗	✗	✓	✓
Fetch progress reports of external content directly into the LMS	✗	✗	✓	✓

## LPP

Feature	Learn	Learn+	Grow	Act
A KPI-based system that drives Learning by measuring & assessing Performance	✗	✗	✗	✓
Pre-built set of Learning related KPIs such as Score, Attendance, Completion.	✗	✓	✓	✓
Upload external KPIs using CSV and transfer data through SFTP as well.	✗	✗	✗	✓
Intelligent analysis of the impact of Learning on Performance Metrics	✗	✗	✗	✓
Simple or complex pre built rules which uses the engagement activity data to link to learning action	✗	✗	✓	✓
Assess performance metrics (KPIs) to target actionable training needs create unlimited rules.	✗	✗	✗	✓
Create unlimited rules	✗	✗	✗	✓
Create escalations within rules to catch and action repeat offenders	✗	✗	✗	✓
Extensive analytics dashboards (KPI Analysis and Rule/Action Dashboard) for admins to look at the performance data vis-à-vis learning results	✗	✗	✗	✓
Learner end analytics which shows a simplified view of performance data for each user along with learning activities that help improve it (includes KPI, Action and Rules report)	✗	✗	✗	✓

## Active Wall

Role	Feature	Learn	Learn+	Grow	Act
Admin	Enable Active Wall	✗	✗	✓	✓
	Enable sharing of posts, achievements, badges, certificates and sharing scope	✗	✗	✓	✓
Learner	View Active Wall and shared content on it	✗	✗	✓	✓
	Share option on respective pages as enabled	✗	✗	✓	✓