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You also save money and time, allowing you to benefit from the value of your changes on an accelerated time scale.

Managing Change: Using eLearning to Realize Value

Welcome to the Silverchair Learning Systems Quarterly Newsletter.

It is our pleasure to provide this free newsletter to all parties interested in improving the quality of care through employee education.

At Silverchair Learning Systems, our sole focus is providing superior products and services to support the education and training of people employed in Senior Care organizations.

This quarter's newsletter is dedicated to illustrating how to use a Learning Management System to manage the changes your companies face.

Please let me know what you think.



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Using eLearning to Quickly Realize the Value of Change

The senior care market is constantly changing, and you may find yourself having to adapt—especially when those changes are adding value to your organization. Integrating new facilities, recruiting and hiring new employees, adjusting to new leadership, and implementing a new system or process are all meant to increase the value of your business—but you can only access that value once your changes are fully incorporated into your business. This means fully informing your staff and getting them trained on the changes you're putting into action.

The key to getting the biggest change payoff in the fastest amount of time is to have a comprehensive, efficient information dissemination and training program. When you have a solid Learning Management System (LMS) in place, you can easily and quickly implement, communicate, and train employees on changes in your business. The sooner everyone is updated and ready

for the change, the sooner that change can start working to build value for your organization.

Some change situations in which an LMS can help include:

- Integration of new facilities/companies
- The addition of new leadership (and their new policies and procedures)
- Launching new business processes and/or systems

You can use Silverchair's LMS to:

Provide information. When change occurs, keeping your staff up to date on the latest information is extremely important. Whether it's bringing together employees and policies from different companies, implementing new rules from new leadership, or giving the latest

**MANAGING CHANGE:
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Using eLearning to Quickly Realize the Value of Change (continued)

updates on new systems and processes, an LMS makes keeping track of announcements and providing the latest information easy. You have the ability to provide consistent training on any changes and validate that your employees have gained the required knowledge needed to effectively implement your new facility, leadership, employees, or systems.

Successfully train employees on new processes, systems, and policies brought about by change. With any change, proper training not only ensures that these changes provide value quickly; it also means that the changes do not disrupt your employee's work schedule and flow.

There are several training opportunities that can come from change:

- Merging companies means bringing together two separate philosophies, with methods and staff that need to be fully integrated
- New leadership initiates new policies and procedures

- You need to train employees on how to successfully use a new system or process

You can use your LMS to assign courses to staff, track their progress, and confirm that their training was satisfactorily completed. Record keeping is simplified on a paper-free, streamlined system. You also save money and time, allowing you to benefit from the value of your changes on an accelerated time scale.

Peggy Kisk of Zandex has seen the benefit of Silverchair's LMS firsthand: "We're getting better information now; it's more accurate and up-to-date. We're saving time, money, and effort."

You know that an LMS can be a vital training tool during mandatory sessions and in-service—now you know it can also help you capitalize on changes you're bringing into your business. Centralizing your information and training with Silverchair's Learning Management System allows you to automate change-related training so you can access your value quickly and continue to focus on growing your business.

About Silverchair Learning Systems

Silverchair Learning Systems works with Senior Care leaders who want to improve the training process in their organizations. Silverchair offers a user-friendly online training solution that improves compliance and eliminates record keeping headaches, while saving time and money. Using this system provides peace of mind and confidence.

Silverchair makes online training successful by:

- Making it easy to get started.
- Making it easy to use.
- Making it easy to track.
- Making it educationally effective.
- Making it fun for the employees.

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