



SuccessFactors® Expertise.
Delivering HCM Results.



SAP SuccessFactors®: Learning Management Systems (LMS)

Simplify Learning. Strengthen
Compliance. Drive Growth.



Managing learning at scale has never been more important—or more complex. Too many organizations struggle with disconnected training systems, compliance risks, and administrative overhead that limit strategic impact.

This guide shows how working with EIR transforms your SAP SuccessFactors® LMS into a strategic enabler—simplifying learning delivery, strengthening audit readiness, and aligning development with business goals.



Core HR



Recruiting &
Onboarding



Learning &
Development



Performance
& Goals



Compensation



Succession
Planning



Platform
Support



Reimagine Learning to Accelerate Growth



Learning teams today face unprecedented pressure. They must ensure training is timely, compliant, and cost-effective, while preparing employees to support evolving business goals.

Unfortunately, disconnected systems, complex workflows, and manual workarounds often bury HR and L&D leaders in administrative tasks, instead of enabling strategic growth.

SuccessFactors® provides a powerful foundation for scalable learning—but only if implemented with precision. Organizations frequently underuse key features: automated assignments, real-time tracking, multilingual support, and integration with development plans.



At EIR, we bring deep SuccessFactors® LMS expertise and a track record of helping enterprise and mid-market L&D teams:



Streamline operations and reduce manual processes



Build audit-ready systems that scale with growth



Align training with performance, development, and business objectives

Make your LMS a growth engine—not an administrative burden.



The Hidden Costs of Poor LMS Implementation & Optimization

Avoiding the Pitfalls

Despite powerful capabilities, many LMS deployments underperform because of:

- Complex administrative set-up that slows efficiency
- Disconnected workflows across employee lifecycle stages
- Difficult-to-use reporting tools that complicate compliance
- Cumbersome user experiences for learners and admins alike

EIR helps clients overcome these common struggles with an approach that prioritizes usability, sustainability, and long-term success.



Enterprise-Scale Learning for the Long Term

Simplify Complexity. Expand Capability.

Some competitive LMS systems are built without enough foresight, leaving organizations stuck with systems that don't scale as they grow. SuccessFactors, properly deployed, is designed to scale.

EIR helps enterprise and mid-market clients:

Unlock Global Support

30+ language localizations for multinational teams

Enable Post-Merger Integration

Consolidate and harmonize acquired team training

Simplify System Design

Smart assignment profiles and automated workflows that reduce admin burden

Ongoing LMS Health Checks

Our regular system health assessments ensure your LMS evolves alongside your organization, preventing inefficiencies before they escalate.

Administrator Enablement

We empower internal teams to manage the system confidently, minimizing dependency and maximizing sustainability.



Compliance at Scale, Without the Chaos

Stay Audit-Ready, Always

For heavily regulated industries, compliance isn't optional—it's essential. EIR ensures your SuccessFactors Learning fully supports:

Automated Compliance Reporting:

Real-time tracking against regulatory standards like FDA, OSHA, NS2 hosting, and more

Version-Controlled Materials:

Full visibility into historical and current training content for audits

Configurable Retraining Logic:

Automatic reassignment of training based on expirations or regulatory changes

Structured Audit Visibility:

Learning data that meets both internal and external quality standards

EIR clients in life sciences, healthcare, energy, public sectors, financial, and more maintain 100% audit readiness year after year.



Simplify Training Delivery, and Multiply its Value

Streamlined Processes for Maximum Impact

Assigning, reassigning, tracking, and reporting training can overwhelm HR teams. With EIR, you minimize manual work and maximize strategic value by:

Flexible Assignment Rules:

Auto-assign based on role, location, or employee change

Workflow Automation:

Reassignments and updates handled without manual intervention

Clear Naming Conventions:

Consistency that sustains the system's usability over time

End the Frustration of Manual Work

We eliminate the bottlenecks that drain HR productivity, allowing learning teams to focus on engagement, design, and business alignment.



Make Learning a Strategic Driver of Growth

Connect Learning to Broader Business Success

Too often, learning operates in a silo. EIR helps integrate learning initiatives directly into the employee lifecycle, unlocking greater strategic value:

Performance-Linked Learning:

Tie training to performance goals and reviews

Succession-Driven Development:

Map learning to leadership pathways and growth tracks

Actionable Analytics:

Dashboards that link learning outcomes to business readiness

With EIR, learning supports talent pipeline development, leadership succession, and business agility—not just regulatory compliance.



Experience That Accelerates Results, and Avoids Common Mistakes

Delivering LMS Success, Not Just Systems

The success or failure of your LMS hinges on experience and judgment, not software features alone.

EIR brings real-world experience to avoid common traps and deliver outcomes that last. For example, we stabilized a global LMS rollout for a 15,000-employee enterprise—delivering compliance, workflow stability, and cost savings within weeks, setting the stage for growth to over 60,000 employees.

With EIR, you gain:

Deep Implementation Expertise:

20+ years' LMS delivery experience

Scalable Frameworks:

Global reach with local simplicity

Sustainable Knowledge Transfer:

Empowering client teams to thrive independently

Built for Long-Term Usability

Our precise approach ensures intuitive configuration, clear workflows, and minimized administrative overhead for the long haul.



Choosing EIR Means Hiring With Intention



Ready to Build a Smarter Workforce?

Your LMS should be a strategic enabler—not a static tool. With EIR, you gain a true partner that combines:

- ✓ Decades of SuccessFactors Learning expertise
- ✓ Speed without sacrifice
- ✓ Client-first enablement approach

Let's unlock the full value of your learning investments—together.

Contact EIR's SuccessFactors Experts

SuccessFactors® Expertise. Delivering HCM Results.

Founded in 2007 by France Lampron, a pioneer in HR technology, EIR brings a passion for innovation and a deep commitment to client success.

By aligning SAP SuccessFactors® technology with business needs, we help HR teams deliver measurable, strategic outcomes.

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