

Top 10 Enterprise LMS Features: The No-Fluff Guide

Because finding the right enterprise learning management system shouldn't mean having to complete a whole training course, use this no-fluff guide to quickly discover the features you really need.



Introduction

There's a lot riding on choosing the right learning management system (LMS). The right platform can significantly impact training effectiveness, employee, customer, and partner engagement, and overall organizational growth. Likewise, your LMS should have features that lift a lot of administrative burden off your team's shoulders, freeing them to focus on more strategic work and content sourcing instead.

Furthermore, with more companies switching to remote and hybrid work styles, it's more important than ever to invest in tools built for a global, digital world. Features like innovative AI, mobile-first capabilities, and seamless integrations make L&D programs a much simpler and more enjoyable experience for everyone.

It may sound like there's a lot to learn to find the right LMS, but we've narrowed the list down to the top 10 features that every enterprise LMS should have.



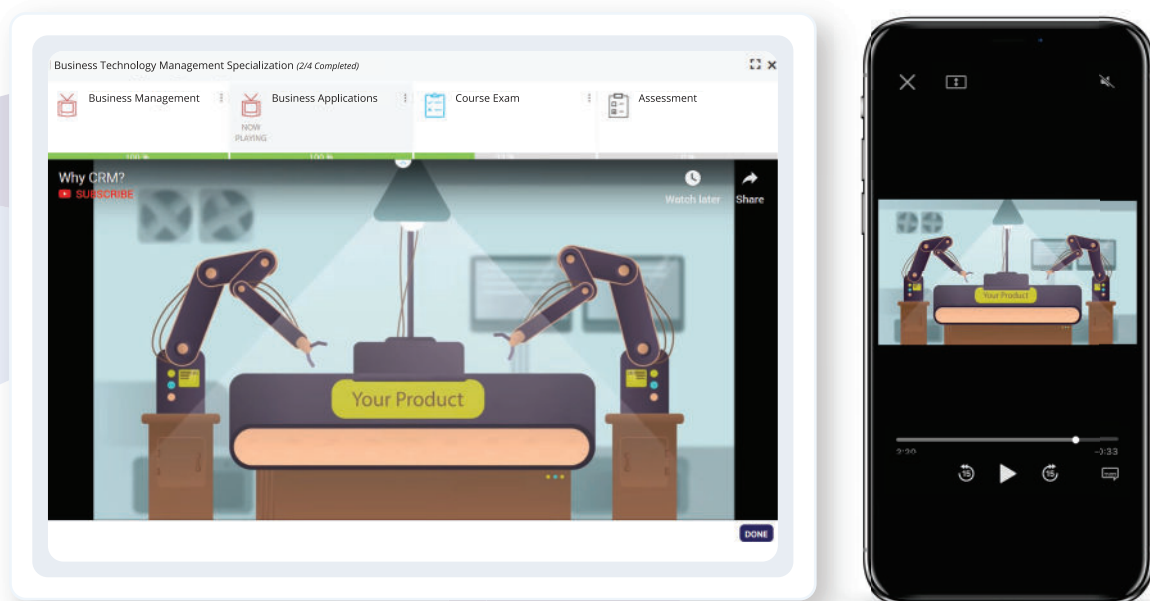
1. Easy Content Consumption

An effective LMS platform should enable you to quickly deliver professional-looking and engaging content in a variety of popular and interactive formats that are engaging for the learner, and easy to access.

What to Look For

- Interactive elements, like quizzes and games, that can be easily added to existing videos and presentations.
- The platform supports any kind of content (vILT, YouTube, video, virtual reality, SCORM, AICC, xAPI, PDFs, Word docs, PPTs, and more.)
- Whether it's a knowledge object, video, quiz, or survey, they should all be launched seamlessly from one, adaptive lightbox window within the LMS.
- Integrated video conferencing for one-click creation of virtual learning.
- Gamification features to create a culture of healthy competition with badges, awards, and leaderboards.

“We selected the ExpertusONE LMS because it put training right at our learners' fingertips. [We've] had excellent feedback on how streamlined and easy [it] is to use” — **Director of Operations, Education & Product Adoption at Global Leader of Cloud Services**”



Content should play seamlessly regardless of device.

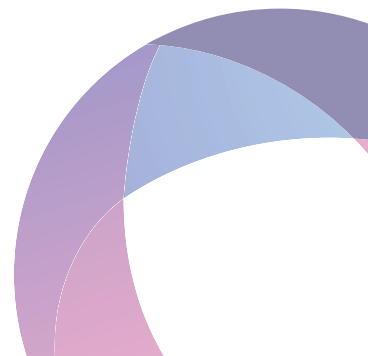
2. Seamless End-User Experience

To help increase learner satisfaction and course completions, look for an LMS that offers a training environment so effortless to use, learners don't even think about the LMS.

What to Look For

- A content player that displays all of a learner's training components in one consistent interface.
- Make learning part of your team's daily conversations by embedding it into messaging apps like Slack or business systems like Salesforce.
- Headless learning that allows learners to access their learning from anywhere, sending the information back to the LMS without the learner ever stepping foot inside.
- Streamlined employee oversight that offers managers one-click access to team learning for recommendations, approvals, and verifications.
- Online, mobile checklists for instructors or mentors to observe and assess skills in person (such as during a CPR training session at a hospital) and record notes digitally.

“Early on, it became obvious that our existing learning management system software was inadequate to sustain and expand our new competency training program. [We] chose the ExpertusONE LMS primarily because of its intuitive usability for employees, managers, distributors, and customers.” — **Manager, Education Services at World's Largest Technology Provider** ”



3. Multi-Persona Functionality

As your organization grows or your audiences expand, your LMS should have the flexibility to serve the needs of all your different users at once—from employees to partners, new hires to tenured salespeople, or across product lines and geographies.

What to Look For

- The ability to train and serve multiple audiences simultaneously by providing unique interfaces and training programs for as many learning groups as you'd like, whether it's multiple subsidiaries under a parent company, training partners, customers, and employees, or supporting regional needs.
- Advanced eCommerce functionality and reporting capabilities so you can take advantage of training as a revenue stream. Bonus points if it works on mobile too!
- An intuitive UI that can be localized to the user's language and currency.

“Automotive systems manufacturer, **JTEKT**, used ExpertusONE to create multiple versions of each course tailored to each plant's specific needs, fostering more meaningful and impactful training experiences.”



4. Granular Controls

Learning management gets complex when you have many varied users or even the same learner completing different kinds of courses, such as new hire and compliance training. You'll need an LMS that lets you manage the rules and access for all your different users and use cases.

What to Look For

- Ability to easily create dynamic learner groups for managing learning assignments, registrations, and more.
- Automated administration and intuitive system workflows that free up admins to do more strategic work.
- Ability to define each course with the details it specifically needs, like prerequisites, continuing education credits, approvals, and more.
- Ability to manage and override default notifications at the course level.
- Support for your most complex use cases (have a few examples handy when you interview vendors to see if they have an easy solution, or a complex workaround).

“ExpertusONE management tools **automate sending daily compliance reports** to you and your stakeholders. “Set it and forget it” features are key to a great LMS.”



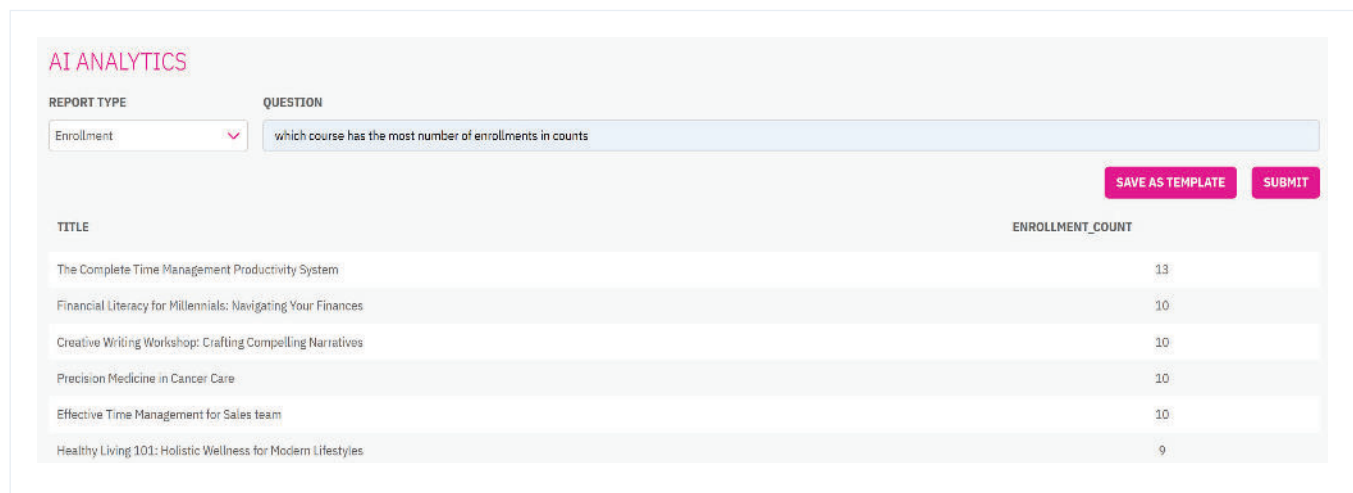
5. AI Native Capabilities

You want an LMS that keeps up with innovations so it's important to find one built on a technical foundation designed to capitalize on advancements in AI today—and in the future.

What to Look For

- A platform that's built for AI, allowing for the seamless movement and use of the data needed for your team to get the most out of AI innovations.
- A clear roadmap for future investments in AI.
- Generative AI so you can create new content quickly.
- Natural language input so you can ask for the information and data you need in plain language like, "Which departments completed the most training this month?"
- Personalized learning pathways generated by AI so that every learner gets the training they need at the right moment and in the right place.

“ExpertusONE's industry leading AI-based recommendation engine is based on 20 years of enterprise learning data and updated regularly to ensure users always get the most innovative experience. Winner of [The Software Report's Top 25 AI Company of 2024](#).”



TITLE	ENROLLMENT_COUNT
The Complete Time Management Productivity System	13
Financial Literacy for Millennials: Navigating Your Finances	10
Creative Writing Workshop: Crafting Compelling Narratives	10
Precision Medicine in Cancer Care	10
Effective Time Management for Sales team	10
Healthy Living 101: Holistic Wellness for Modern Lifestyles	9

Look for the use of AI beyond GenAI, like Natural Language Input to generate reports.

6. Dedicated Mobile App

Learning and training often happens outside of the office—in the field, on the floor, on site, or just on-the-go. Improve productivity by giving your learners, managers, and instructors the ability to learn, track, complete, and manage approvals wherever they are.

What to Look For

- Simple home screen giving users quick access to their learning.
- Offline access to learning content that syncs up automatically.
- Full support for virtual instructor-led training.
- Responsive content players for easy access to learning material.
- The latest mobile technology, like voice integration and push notifications, for an easier, more productive experience.
- One-stop access for managers to monitor, approve, or remind users of training.

“**ExpertusONE Mobile** is the first true mobile LMS app. It's fully loaded with capabilities like voice integration, robust dashboard views from one personalized screen, and a zero learning curve UI for an easier, more productive experience.”



7. Seamless Integrations

For an enterprise to get the most out of its LMS, the right kind of connectivity is key. Drive business performance and expand your learning programs' success with an LMS that lets you quickly and affordably link all of your business-critical systems.

What to Look For

- Two-way integrations that make sending, receiving, and merging data fast, easy, and secure.
- Ability to use multiple APIs simultaneously without blocking application access or lowering integration performance.
- Ability to place training outside of the LMS by embedding content or sharing links.
- An efficient design that is REST-based and technology independent so you can use any framework or programming language (XML, JSON, HTTPS, SAML, etc.).

“The ExpertusONE API lets you quickly and affordably link all of your business-critical systems. We also offer a powerful **native app for Salesforce** that enables you to publish training content quickly, run in-person or virtual classes, and drive training compliance.”



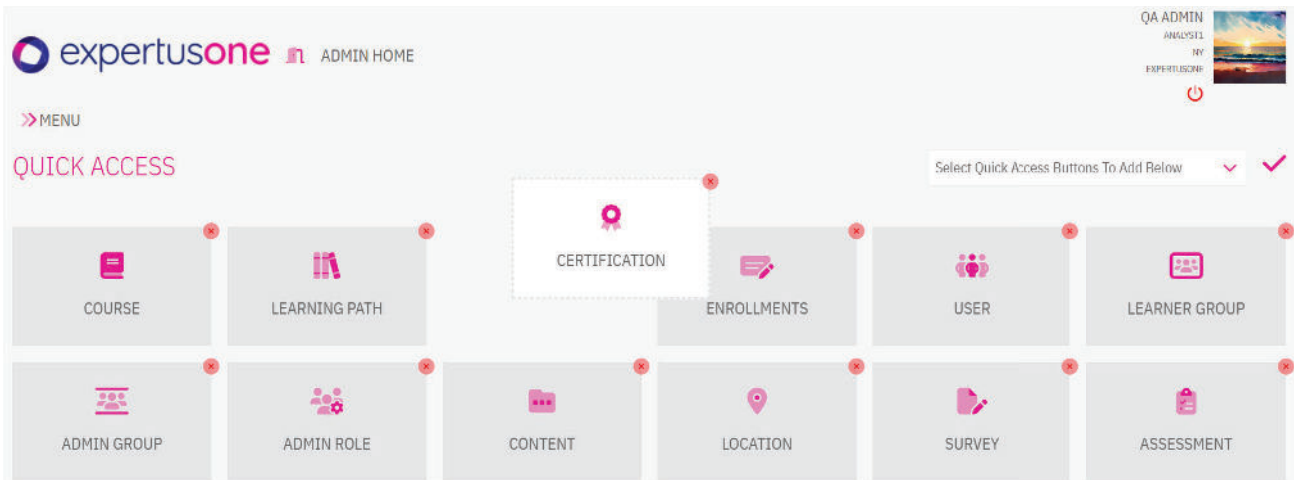
8. Personalization

All users should have the ability to create a personalized experience that helps them get things done more efficiently.

What to Look For

- AI-generated recommendations for learners based on their whole profile—instead of multiple, confusing lists that cause decision paralysis.
- Personalization of your own admin experience to make it more efficient.
- Smart shortcuts that quickly get you to your daily administrative tasks in a streamlined way.

Look for features that allow administrators to personalize their UI to reduce clicks and be more efficient. Features that let them reorganize shortcuts to put their daily tasks front and center help administrators focus on getting things done.



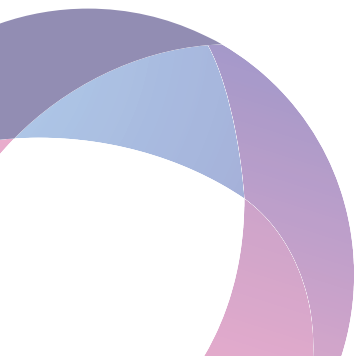
9. Skills Management

Staying ahead in an ever-evolving, complex business environment requires more than just a talented workforce. You need an LMS that helps you get a deep understanding of the skills and competencies you have and then, lets you take action to get the skills that you still need, such as by putting the right people in the right development programs.

What to Look For

- Skills -gap analyses and skills-based training assignments that help stakeholders make more strategic decisions and map every course back to a unique end objective that is appropriate for and adds value to each person's role.
- An Observation Checklist that enables learners to identify knowledge gaps and ensures competency, ultimately helping resolve the disconnect between online learning and real-world applications.
- Granular reporting that details things like which managers have employees that are completing a certain training or acquiring certain skills.
- Targeted training assignments to develop team members for the future of work.

“ To truly upskill an organization and adapt to the rapidly changing pace of work, skills-based learning doesn't need to just be available, it needs to target the right people and hold them accountable for completing it. See how [Elliott Group](#), a global manufacturer, used ExpertusONE to upskill managers with a flexible and engaging skills-based program. ”



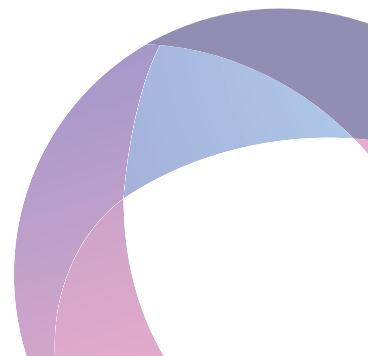
10. Robust, Easy-to-Use Reporting and Analytics

Analytics should be built into the platform, available at your fingertips in real-time and easy to use for every user who needs access to business-critical intelligence on learning initiatives.

What to Look For

- Whether a learner needs to run a quick ad hoc report, an admin needs to generate a complex, custom report, or a manager needs to export a report to Excel, the LMS should let them accomplish this in five clicks or less.
- Automatically generated data visualizations that help you better understand and explain findings.
- Natural language input to get answers to questions like “Which managers have employees registered in training next month?”
- Drag-and-drop report creation tool for instantly creating custom reports of any design or complexity.
- BI integration so you can share learning data out to your organization’s data infrastructure and bring back key organizational insights that drive learning strategies.
- Dedicated compliance analytics in a mobile app that lets admins and managers run reports on-the-go and get real-time statistics to ensure learners stay compliant.
- Report scheduling that automatically runs reports and sends email notifications at a set day, time, or intervals.

“Not only could we use the ExpertusONE LMS to automate our own internal compliance reporting and management, but we could also extend its compliance functionality to our clients... which is a huge value to them and a great sale for us” — **Sr. Director of Education Services at Mortgage Technology Company** ”



Want the LMS that delivers all 10 features (and more)?

Check out ExpertusONE, the zero-compromises
enterprise learning platform.

[Learn More](#)



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