

SumTotal Compliance

What to look for in compliance-ready HR solutions

Companies spend millions each year conducting mandatory training. One of the biggest challenges organizations face today is reducing costs from fines and lawsuits and staying up-to-date on ever changing guidelines and laws. Whether triggered by an audit, the risk of noncompliance, bad PR or internal training requirements - achieving compliance can be difficult and costly.

Having the right solution that supports your comprehensive compliance needs is essential to your organization ensuring regulatory compliance and managing professional certifications.

In this environment, succession planning is more critical than ever to create a flexible, sustainable business with a strong pipeline of ready candidates. When looking to the future of your organization, succession planning is not just for leadership roles — it applies across the workforce. SumTotal Succession Planning helps you manage these business risks and ensures both leadership and critical role continuity across all levels of an organization. The identification of high potentials for anticipated future needs, and the tailored development of these people, will create a talent pool or pipeline ready to meet the demands as they arise.

“SumTotal Learn not only provides Mori Seiki with the opportunity to train employees, distributors and customers on their machines, as well as manufacturing skills, it has also been a tremendous differentiator in the company’s sales training, safety awareness and HR compliance.”

Red Jones,
Chief Learning Officer
for Mori Seiki

Regulatory	Reduce costs and manage risks by ensuring your people adhere to laws, regulations, industry guidelines and specifications relevant to your business.
Corporate Responsibility	Create process efficiencies and adhere to responsible business practices that improve alignment with policies and procedure, enhance conduct and sustain confidence, while having a positive impact on employee and customer engagement.
Operations	Significantly enhance your quality controls with effective tracking of completions and expirations of certifications, licenses, permits, accreditations, and more, while improving management’s ability to assign or schedule skilled employees in sync with time and attendance rules.

Powerful capabilities

- Compliance management that keeps pace with evolving regulations
- Automated assignments, notifications, and content version tracking
- One time or ongoing certifications including re-certification processes, Assessments, CEU management and more
- Unparalleled visibility into compliance activities include exception monitoring and reporting on completed activities for regular auditing
- Comprehensive audit trails and electronic signature capabilities
- Automate enforcement by configuring your corporate mandated policies
- Proactive alerts, notifications and call-outs for compliance governance on schedules, work time, absence and leave policies
- A single, unified employee record allowing for scheduling based on skills, performance and certifications, automatically ensuring real time compliance with schedule requirements

Features

Fully integrated today with all of our Talent Expansion® Applications

Powered by the elixHR® Platform

Built to work with other technology in your environment

Offered on-premise or in the cloud, private or public

Benefits

Establish and implement controls to maintain current certifications systematically

Centralized tracking that reduces redundancies and proves your organization's compliance

Provide your people with consistent knowledge of policies and processes





Comprehensive audit trails to assure critical steps are consistent and data is safeguarded

Identify and remediate vulnerabilities and deviations that reduce errors, injuries, and risk of business losses

Lower your learning delivery costs by moving some of or all compliance training online



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