



VISIONARY  
INTEGRATION  
PROFESSIONALS

## Our Learning & Performance Management Services

*VIP and Meridian help companies realize their full workforce potential through:*

1. Learning
2. Performance Management
3. Mobile Workforce Initiatives
4. Data Analytics

# Learning & Performance Management

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## Clients Trust VIP to Deliver Integrated Learning and Performance Mgt.

The people who make up an organization are arguably its most important asset. The ability to fully develop, retain, and invest in the value of people is a key driver of operational excellence. Together with our wholly-owned subsidiary, Meridian Knowledge Solutions, Visionary Integration Professionals (VIP) delivers a full suite of offerings that help maximize the value of your organization's employees. The suite extends to the full learning value chain, and is focused on the need to tie learning to performance. Flexible and scalable deployment options enable small organizations and the largest of federal and commercial enterprises to leverage our robust, award-winning solutions.

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## What Sets VIP Apart?

VIP has the agility of a small business and the mature infrastructure and proven processes of a large firm. We deploy the same level of expertise as larger technology solution providers, but our streamlined business model allows us to offer more value and a higher return on investment. For each engagement, VIP's highly-qualified team members leverage their prior knowledge of similar projects and take a hands-on, highly-collaborative approach with our clients to deliver projects on-time and within budget. The results are successfully-executed plans and technology solutions that optimize business and mission performance. Our client retention rate, which has averaged 90% since our inception, is a testament to our focus on quality.

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## Learning

As a fundamental human process, learning motivates individuals, helps build successful teams, and fuels competitive organizations. Organizations that prioritize learning initiatives inevitably achieve their objectives. Meridian, a wholly-owned subsidiary of VIP, provides technology platforms that empower enterprises, government entities, and member-based organizations to develop their people by delivering learning, assessing performance, and fostering collaboration. Meridian Global® is a learning management system (LMS) that gives users access to learning content from their desktops or mobile devices. The suite can be deployed in a public or private cloud, or on-premise when needed. A forward-thinking design promotes configuration to business processes, while reducing costly implementations. Meridian helps deliver learning beyond on-site employees to the extended value chain, including partners, members, and customers.

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## Performance Management

Many organizations see performance management as an onerous annual process that involves conducting a performance appraisal and measuring an employee against goals that were set the previous year. Unfortunately, performance is not a static process; it's an ongoing series of changes in an employee's knowledge, skills, and abilities (KSAs). Since KSAs are acquired through the learning process, it makes sense that organizations should adopt a performance management approach that is tightly connected with learning in an ongoing and dynamic way. Meridian Global's performance management capabilities tie learning activities back to individual and organizational goals. Meridian Global also allows administrators to create competency structures that define the actions needed to demonstrate proficiency, while addressing each individual employee's unique needs.

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## Data Analytics

At its most basic level, reporting simply focuses on a single dimension – asking a question, identifying the data, and pulling a report that shows that data at one point in time. The result tends to be flat, tabular reports. However, as learning has become a mission-critical business function, obtaining a “bigger picture” of learning's impact on the organization requires data that is much more informative than simple reports. The ability to mine this data from an LMS to create meaningful reports is critical for institutions to make effective and intelligent investment decisions on future learning initiatives. Meridian Global provides advanced reporting and analytics on both formal learning conducted within the LMS, and informal learning activities outside of the LMS.

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## Mobile Workforce

Mobile devices make it possible for anyone to learn nearly anything, anywhere. A LMS like Meridian Global is a required technology for tracking, managing, and delivering mobile content. Through a personalized dashboard, a learner can view tutorials, eBooks, or videos. They can complete the entire cycle of registration, attendance, and assessment all on their mobile devices. Learners can now complete their training when it's most convenient, while organizations monitor their progress through the LMS. Organizations that want to increase productivity and performance can't afford to ignore the power of mobile content

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