



Training Management Success:

Transforming Chaos to Clarity.

July 7, 2026

Bridget Manley & Angelika Stratulat

Today's Agenda



- ✓ Does Standardization matter?
- ✓ Role of a training manager
- ✓ What is an LMS and what does it do?
- ✓ Getting started

Poll 1: How would you rate your confidence with your current training program?

5

Our program is highly structured with clear processes and outcomes.

3

We have a training program, but it could be improved.

1

We don't have a structured training program.

Poll 2: Do you use an LMS to organize and track your training program?

Yes

No

What is an LMS?

The Current State of Manufacturing Training

Currently, most manufacturing training consists of:

Job Shadowing



Tribal Knowledge



Informal Coaching



The Cost of Ineffective Training

Training isn't just an HR issue. It's a business issue, too.



Productivity Loss



Quality Issues



Safety Risks



Turnover

Clear Expectations

"I know why I am here."

Learning Paths

"I know where this learning is taking me."

Documented Procedures

"I have resources to support my learning, post training."

Measurable Outcomes

"I have goals and objectives to meet."

What Does Training Clarity Look Like?

A standardized training has:



What is Training Standardization?

Consistent methods for delivering, developing, tracking, and evaluating training.

Design

Interviewing existing supervisors to identify what skills/knowledge are most critical for the role; sourcing/creating learning materials

Deliver

Train the trainers; conduct the training session live or online via the LMS

Tracking

Log who attended; gain learner feedback

Evaluation

Conduct assessments to determine what skills/knowledge the learners retained



Did the learners like the training?



Did they gain valuable knowledge, skills, attitudes, and confidence?



Are they applying new knowledge and skills to their roles?

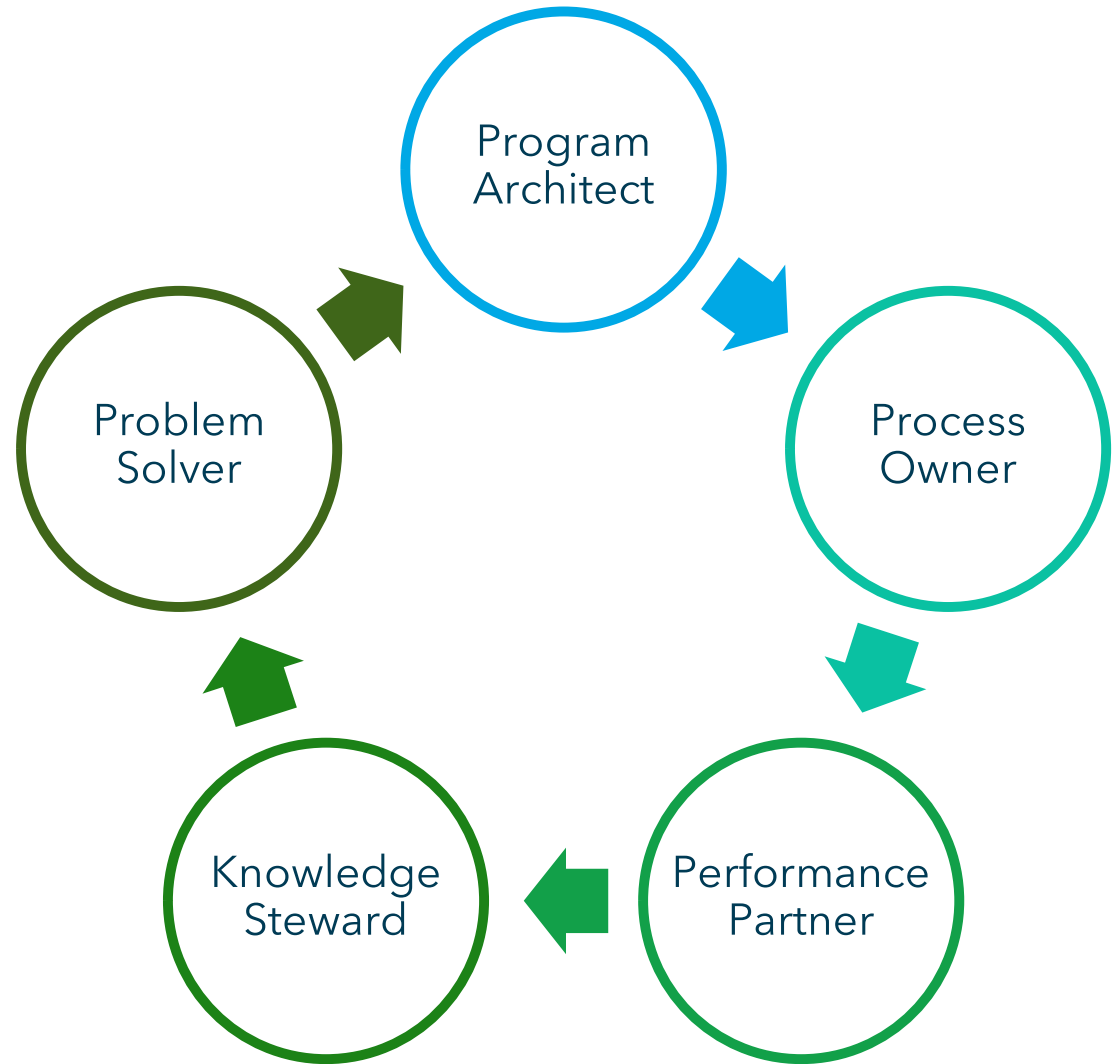


Do these changed behaviors contribute to improved business performance?

Why Evaluate?

One of the most overlooked aspects of training is evaluation.

The Training Manager Role



Training Manager Partnership With Leadership

Align training with:



Operational

What processes are consistently misunderstood?



Quality

How can we make our product better more consistently?



Safety

What training is needed to avoid accidents?



Business Goals

What are our performance goals?



What is an LMS?

A Learning Management System (LMS) is a single source of truth for your training program. It typically includes:

Content delivery

Including videos, documents, images, and quizzes, and interactive eLearning. Sequences content

Reporting

Completion rates, enrollments, overdue assignments, quiz scores, and surveys

Enrollments

Assigning and tracking due dates; auto-assigning courses annually as needed

Social Learning

Forums, leaderboards, ratings, and reviews

LMS Success Story

Midwest Packaging and Container

The Challenge

Training consisting mainly of tribal knowledge;
insufficient training leading to high turnover

Early LMS Results

- Increased employee retention
- Increased time-to-proficiency for new hires
- Higher production speed even during new employee onboarding

“Don’t hesitate. ... You have to take it one step at a time and know that it’s a journey. It’s not something that’s going to be done overnight. ... It’s definitely worth it.”

Eric Wesemann, Corrugation Manager, Midwest Packaging and Container

Key Features

Not all LMS platforms are created equal. Be selective and keep your organization's requirements top-of-mind.

- Robust reporting
- Supports multiple file types (video, document, text, image, audio, SCORM)
- Adequate user limits
- Ease of use (for administrators and learners)
- Various admin permission levels
- Robust integrations (HRIS, video conferencing, ERP)
- Accessibility
- Automations
- Implementation

Other Considerations



Trusted Tech
Support



Implementation
Support



Purchased Add-
Ons



LMS as Main
Character

LMS Selection Process

1. Identify needs and selection team

2. Request proposals; review

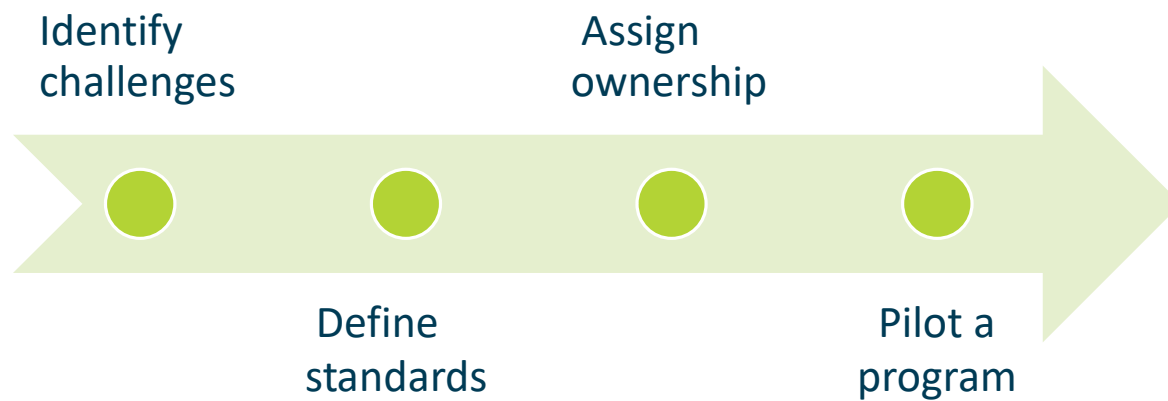
3. Schedule vendor interviews

4. Schedule demos with finalists

5. Final decision and negotiation

6. Implementation

Practical Steps to Get Started



KEY TAKEAWAYS



Standards + Ownership + LMS + Continuous
Improvement
= Success



What's one thing you will do differently after today's webinar?

Feel free to share your thoughts in the chat if you feel comfortable doing so.



Q & A

Move from training chaos to clarity and build long-term workforce success.





Angelika Stratulat

Phone: 630.456.8859

Email: astratulat@imec.org



Bridget Manley

Phone: 309.265.8258

Email: bmanley@imec.org