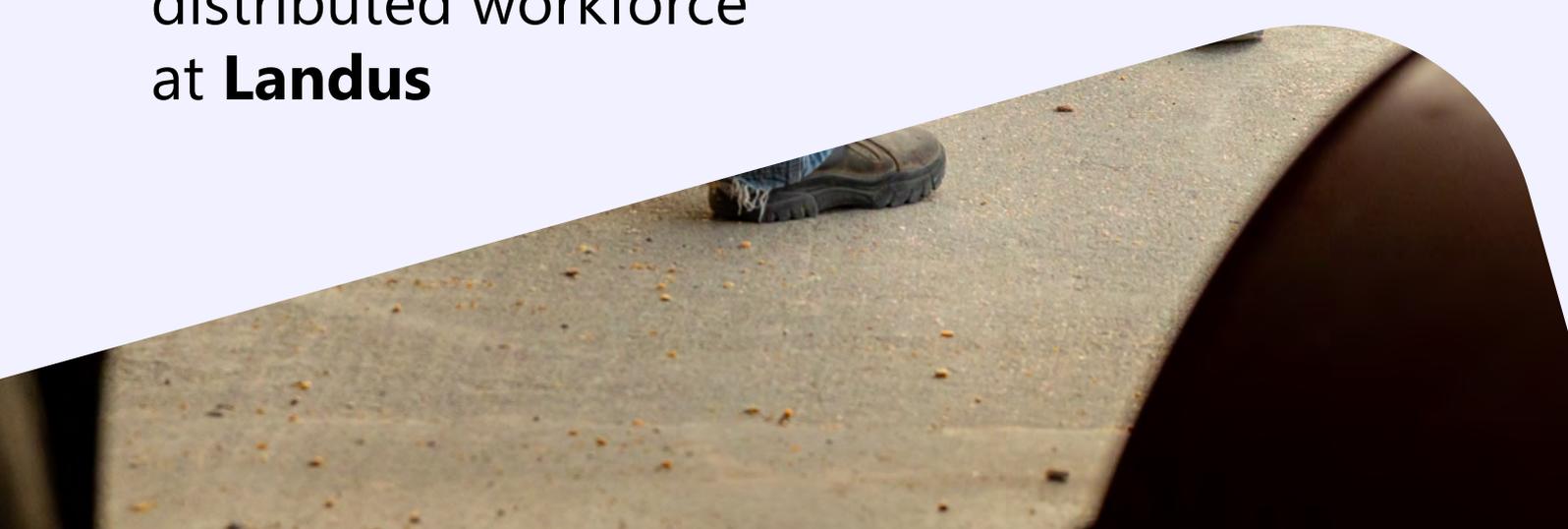


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LMS365 empowers a distributed workforce at **Landus**



# Challenge

## Supporting an empowerment culture through learning

Landus is an agricultural cooperative providing a range of services to farmers throughout Iowa. Formed through a merger in 2016, the company sought to establish a comprehensive learning program to nurture a culture of empowerment.

As a central pillar of this, the team needed a learning platform to serve a highly diverse and dispersed workforce spread over many remote locations. Ideally, the solution would also integrate with a new digital workplace based on Microsoft 365.



***LMS365 supports our initiative to help our employees learn, grow and develop. One of our success factors is our ability to lean into the future, and the platform enables us to do that.***

Holly Betten, Manager, Talent Management

# Solution

With a brief to create the Landus University and no existing learning platform in place, the team carried out research into finding a solution that would be the right fit for Landus. Holly Betten, Manager, Talent Management, explains:

**“We have over 500 employees spread across 60 locations so bringing consistent training to each team can be quite challenging. We also have a very strong employee empowerment culture. We want our employees to be leaning into the future, driving innovation and technology use. Our chosen platform had to match our areas of focus.”**

An additional challenge was a wide range of digital literacy within the company. *“We have some employees who are extremely experienced with technology while others are learning every day because it's so new to them.”*

One of the solutions reviewed was LMS365. Being highly flexible and easy to use, a clear advantage was its seamless integration with Microsoft 365 and Active Directory.

**“We were introducing Microsoft 365. With LMS365 once a person is logged into their computer, they can click a link and go straight to the actual learning platform without having to enter any new password.”**

Once the choice of LMS365's cloud platform was greenlighted, Landus University based on LMS365 was launched to all employees.

# Results

LMS365 is now a key part of the company's digital workplace, offering staff a range of training options for personal and professional growth.

 ***We use LMS365 to carry out our compliance training such as ethics and harassment, as well as for employee development with soft skills courses covering leadership, communication, customer service and computer training.***

Many of the courses are the result of a partnership with OpenSesame. LMS365 is also used for employee onboarding, replacing face-to-face health and safety training. The introduction of this was bought forward because of the COVID-19 crisis and the need to pause classroom training. Betten comments:

 ***LMS365 allowed us to switch gears very quickly. Now new employees can stay at their location and complete all the safety training they need in order to get started in their role.***

A striking feature of Landus University is how the platform has empowered employees, not only by saving them time, but also by putting learning in their hands. Betten comments:

 ***When you go to a classroom session, you're on someone else's time schedule. With LMS365 you can learn when it's convenient for you.***



**New onboarding training** replacing face-to-face health and safety training



**Employees** are in the driver seat for their career development



**Integrating courses** into personal development plans to enhance knowledge

# Results

To help drive learning, the company also allows employees to enroll on any courses they wish to. Betten explains:

**“If you want to develop your skills on Excel, for example, you can enroll on that course yourself and take it when you like. It gives employees an opportunity to be in the driver seat for their career development. They can take as few or as many courses as they desire.”**

Courses that employees want to take as well as suggestions from management are also baked into personal development plans.

**“We build courses into their development plan to help enhance their knowledge on different topics, which is phenomenal!”**

LMS365 has also enabled the easier management of learning. Here the integration with Microsoft 365 and Active Directory has proved invaluable. Betten explains:

**“We’re able to have dynamic groups. If I want to send out a training to our customer service specialists, I can just type it in, and it gets sent to the right people.”**

Another popular feature of LMS365 is easy access to analytics through the dashboard. Betten comments:

**“Managers can not only see the training that is assigned to them, but they can also see how their team members are progressing.”**

# Future

Holly Betten is excited about the future of learning at Landus and intends to use LMS365 to help evolve the University. "The platform has a lot of additional functionality that I'm excited about and can capitalize on as we move into the future and ensure that learning at Landus is truly effective. For example, the system will allow us to offer specific training for different segments of the organization."

LMS365 will also be used to support classroom training, helping to embed learning. Betten says "We plan to use LMS365 as part of the follow-through to ensure employees know how to apply their learning." With Microsoft Teams use on the rise across Landus, access to LMS365 has also been enabled within Teams to provide even easier access to learning.

Overall LMS365 will continue to help grow the company's employee empowerment culture. Betten reflects:



***LMS365 is really critical because when employees are truly empowered, then they want to grow, develop and improve. The platform allows our learners to drive that process.***

# About

Landus is an agricultural cooperative providing a variety of specialist and distribution services to farmers throughout Iowa. The company has over 500 full-time, part-time, and seasonal staff spread over 60 different locations. The company was formed through a merger in 2016, but has a heritage stretching back to 1881.

## Quick facts LANDUS

**Industry:** Agriculture

**HQ:** Ames, IA

**Established:** 2016

**Web:** [www.landuscooperative.com](http://www.landuscooperative.com)

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