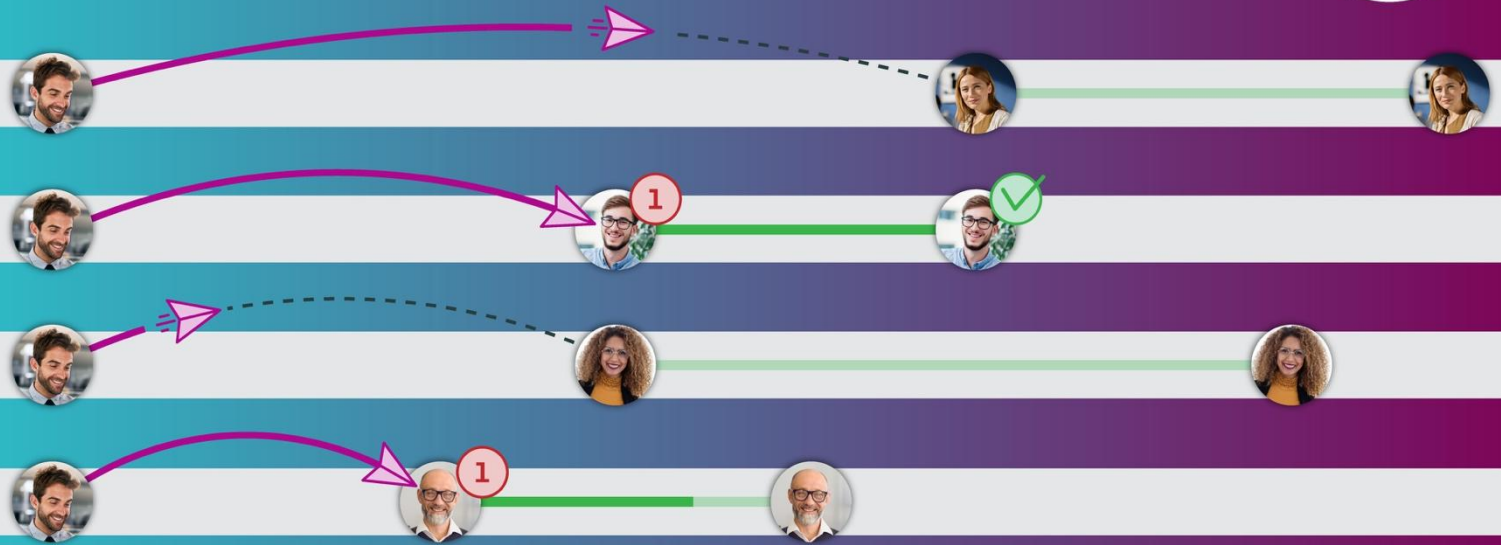




SmartAssign

Optimal Training Assignment Scheduling

Document Version:

V01 - 03072025

Table of Contents



Our Solution2

How it works.....2

Real-World Example3

All the advantages of SmartAssign.....3

Architecture Diagram.....4

Contact.....4

Our Solution



In learning and development, timing is everything. Even the best-designed training plans can fall short if deadlines don't align with real-world onboarding and role changes.

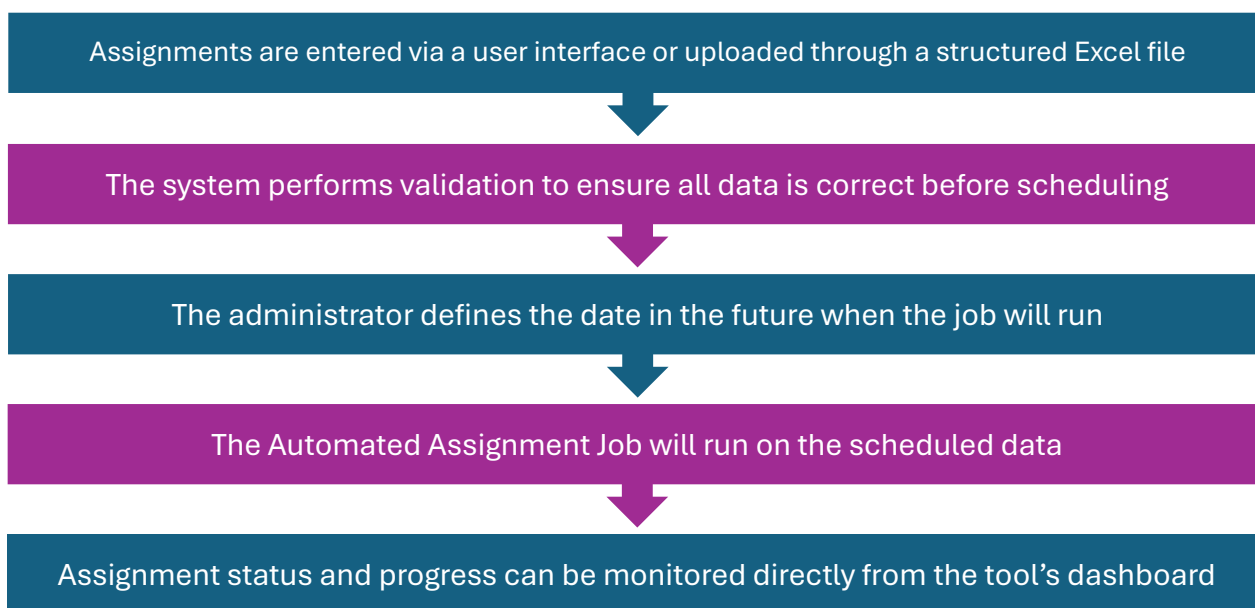
Assignments added to the users' learning plan too early can lead to disinterest and pushback, while those added too late can cause compliance risks. Poor planning can overload learning plans, create confusion, and generate numerous support tickets.

To solve this challenge, Team Peaks developed **SmartAssign** for SAP SuccessFactors Learning.

This tool enhances flexibility and precision in training assignment scheduling. It allows administrators to schedule assignments for future dates, ensuring that deadlines are calculated based on the actual assignment date rather than the scheduling date.

Fully automated, error-resistant, and easy to use, the tool simplifies life for administrators and delivers a smoother experience for learners.

How it works



All assignments are triggered exactly when intended, ensuring training windows begin *on the correct day*, not earlier.



Real-World Example



Scenario:

It's mid-January, and you're asked to assign training for a critical new ERP process going live on 30th September. As a best practice, you want users to have 45 days to complete the training before it becomes overdue.

Without SmartAssign

You have two suboptimal options:

- 1. Manually assign the training on August 15th.**

Risk: You might forget or delay the assignment. If it happens on September 10th, users will only have 20 days to complete the training, causing stress and potential non-compliance.

- 2. Assign the training immediately.**

Risk 1: Users may complete it too early, long before the process goes live, reducing its effectiveness.

Risk 2: It may clutter users' learning plans during a busy training season, and the business might deprioritize it due to the distant go-live date.

With SmartAssign

You create the assignment job immediately, and schedule it to run on August 15th.

✓ On that date, the training appears in users' learning plans on time, with clear deadlines, and without the need for reminders or last-minute actions.

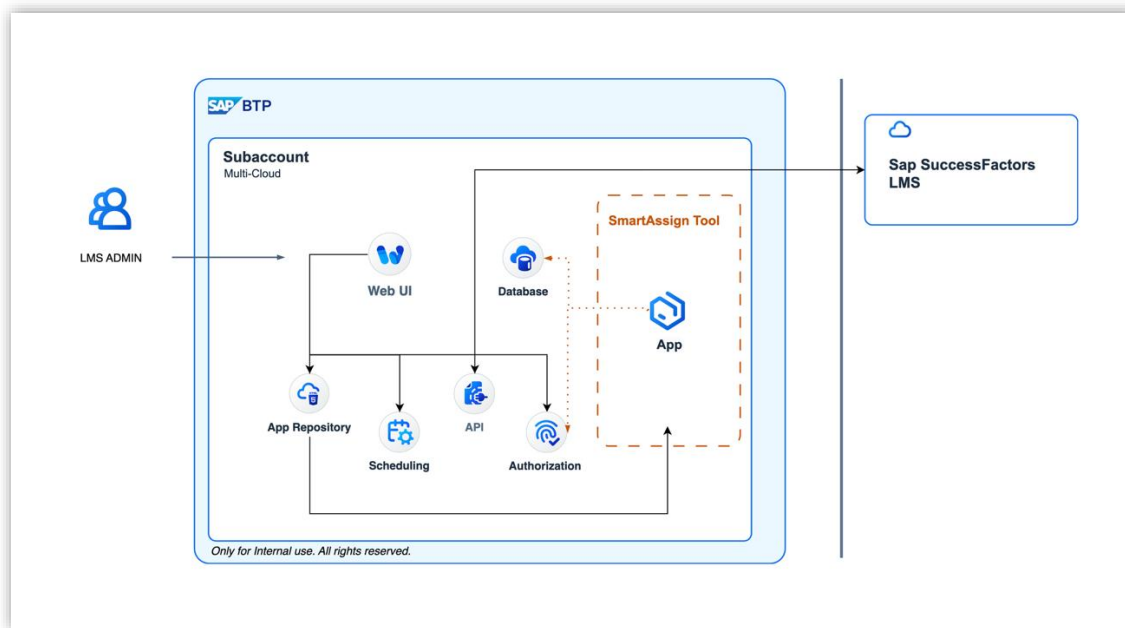
✓ Learners complete the course within the appropriate timeframe, with no added pressure.

✓ The business sees aligned, efficient training delivery with minimized disruption.

All the advantages of SmartAssign

- No manual follow-ups or timing errors
- Accurate course deadlines based on actual assignment dates
- Built-in validation for clean, reliable data
- Easy-to-use interface with Excel upload support
- Real-time visibility on scheduled and completed assignments

Architecture Diagram



Contact

Contact teampeaks@tmpks.com to learn more about the SmartAssign and other BTP solutions for your LMS.

www.tmpks.com

Optimal training assignment scheduling

