



The Success of an LMS Process Development Team was Built on P Squared Methods

When the leading provider of a integrated geophysical information and services organization for the petroleum industry desired to develop a comprehensive Learning Management System (LMS), they came to P Squared for help.

The Vice President of Learning and Development selected a high level, cross functional Advisory Panel. They were assigned the task of taking the prioritized needs from their user base and structure an LMS system to fit those needs. Their deliverable was a comprehensive LMS development plan presented to the Board of Directors of the organization.

To get the team started off right, the VP asked P Squared to generate a sense of teamwork and ownership among the panel members, to develop a purpose and direction with which all team members agree, and to identify a plan for the development of the LMS that satisfies the users' needs.

P Squared designed and facilitated a session that included a series of "mini-teaches" on elements of the P Squared Process Development/ Improvement Methodology. The instruction was intermingled with the real world application of those methods focused at accomplishing a deep understanding of how to design a quality process from the onset. Methodology elements included team foundation and development, chartering and establishing the team mission, and an eight step development/ improvement process that guided the development of new process.

The success of project team and the recognized value of the methods used to make the team a success resulted in a unique outcome for P Squared:

The P Squared Process Improvement Methodology was included in the LMS system as a permanent course offering for all employees. This allows everyone in the organization to learn and utilize the same process improvement methods that lead to the success of the LMS team.