

# Solution Provider Profile

## Valamis Learning Platform

April 2025

# VALAMIS



Company At-a-Glance	
<b>Name of Product/Offered</b>	Valamis Learning Platform
<b>Headquarters</b>	Joensuu, Finland
<b>Year Founded</b>	2003
<b>Geographic Coverage</b>	North America, UK & Ireland, Europe, Brazil, Australia
<b>Industries</b>	Manufacturing, Healthcare, Public Sector, Business Consulting, Law & Legal, Technology, Software
<b>Website</b>	<a href="https://www.valamis.com/">https://www.valamis.com/</a>

## Valamis Overview and Value Proposition

Valamis Learning Platform is a complete, all-in-one learning ecosystem designed to simplify workforce development by eliminating reliance on multiple disconnected systems. Unlike traditional learning management solutions, Valamis integrates an LMS, LXP, LRS, content authoring tools, training program management, and extensive integrations within one modular, customizable platform. This flexibility empowers organizations to efficiently manage diverse learning initiatives to align with their specific business goals, whether it's compliance training, leadership development, or upskilling.

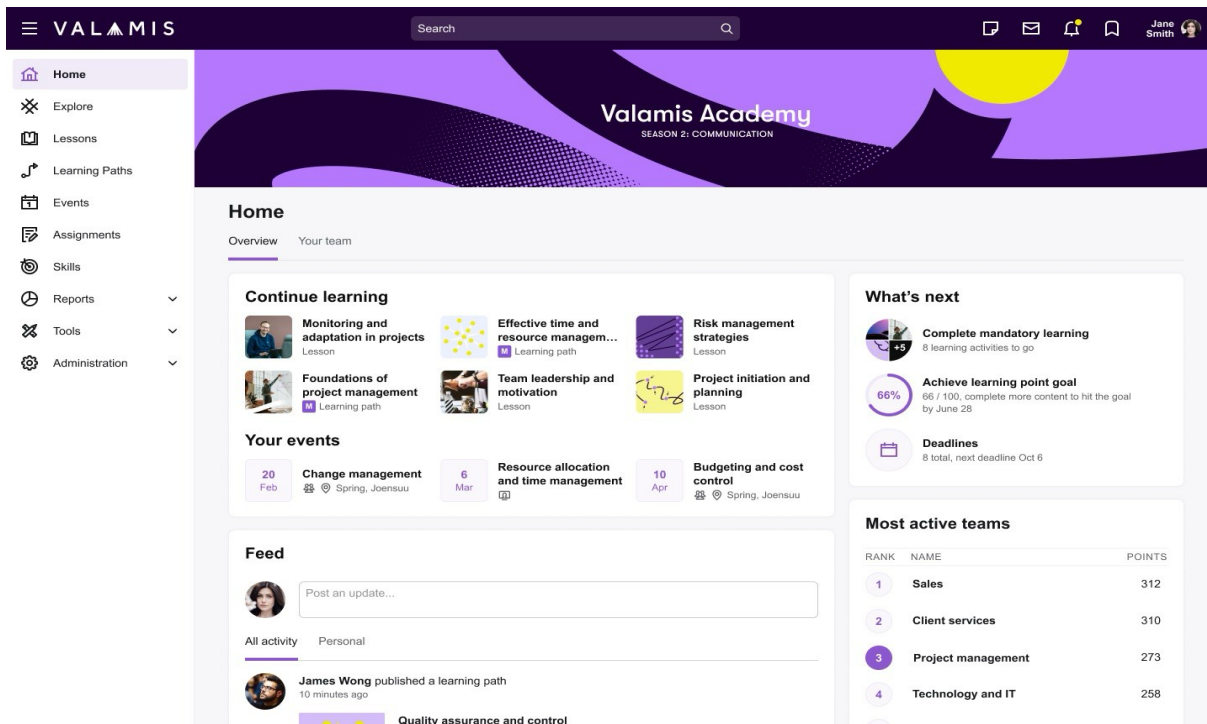
With Valamis, learners benefit from a personalized learning experience using AI-guided insights. Relevant content recommendations are tailored to an individual's role, existing skills, and certification needs, making learning more motivating and impactful. Administrative tasks like enrollment, reporting, and progress tracking are automated, significantly reducing the manual workload for managers and administrators. Integrated analytics and automation capabilities allow L&D teams to redirect their efforts from routine

tasks to strategic learning initiatives so they can focus on directly contributing to measurable business outcomes.

Built specifically for the modern workforce, Valamis seamlessly integrates into existing HR and talent development systems. Our latest integration with SAP SuccessFactors improves the user experience, ensuring that learning content, assignments, scheduled offerings, and curricula are synchronized across platforms. The integration further enhances continuous employee development regardless of the learning source with a unified skills taxonomy and integrated skills profiles. Valamis, in combination with SAP SuccessFactors, supports personalized career path mapping and targeted learning journeys, accelerating employee competency and helping organizations to achieve their strategic objectives.

## Screenshots

### Valamis' User-friendly Dashboard Personalized to Each User's Learning Needs



**Valamis Academy**  
SEASON 2: COMMUNICATION

**Home**  
Overview | Your team

**Continue learning**

- Monitoring and adaptation in projects (Lesson)
- Effective time and resource management... (Learning path)
- Risk management strategies (Lesson)
- Foundations of project management (Learning path)
- Team leadership and motivation (Lesson)
- Project initiation and planning (Lesson)

**Your events**

- 20 Feb: Change management (Spring, Joensuu)
- 6 Mar: Resource allocation and time management
- 10 Apr: Budgeting and cost control (Spring, Joensuu)

**What's next**

- Complete mandatory learning (8 learning activities to go)
- Achieve learning point goal (66 / 100, complete more content to hit the goal by June 28)
- Deadlines (8 total, next deadline Oct 6)

**Most active teams**

RANK	NAME	POINTS
1	Sales	312
2	Client services	310
3	Project management	273
4	Technology and IT	258

**Feed**  
Post an update...  
All activity | Personal  
James Wong published a learning path (10 minutes ago)  
Quality assurance and control

## Valamis Lesson Studio Showing Import Capabilities

The screenshot shows the Valamis Lesson Studio interface. On the left is a navigation menu with options like Home, For You, Learning Paths, Lessons, Events, Assignments, Communities, External Learning, Skills, Reports, Tools, Courses Manager, CPD Points, eCommerce Tools, Lesson Manager, Lesson Studio (selected), Question Bank, and Administration. The main area displays a grid of lesson cards. A 'New lesson' dropdown menu is open, showing options: 'Compose a new lesson', 'From ZIP package, PDF, PPTX, video, audi...', 'From Youtube or Vimeo video link', and 'From PPTX (Experimental)'. The lesson cards include titles like 'The Harvard Principles of Negotiation', 'Sustainability: Benefits for business DE', 'Skills Demo.pptx', 'How to be an authentic leader in the workplace - Test questions', 'Powerpoint Importer Demo', 'Valamis Lesson Template', 'EU GDPR', 'Valamis. More than a platform.', 'LinkedIn-Workplace-Learning-Report-2024.pdf', 'Valamis Implementation Description 2023.pdf', and 'Quiz Lesson'. Each card shows the creator's name, date, and status (PUBLISHED or DRAFT).

## Valamis Skills Manager, Admin View

The screenshot shows the Valamis Skills Manager Admin View for the 'Communication' skill. The interface includes a navigation bar with 'All skills', 'People', 'Skill requirements', and 'Your skills'. A 'Manage skills' button is visible. The 'Communication' skill description is: 'Effective communication is crucial. It involves translating complex technical details into clear language, fostering collaboration within teams, and ensuring transparent dialogue with clients. This skill streamlines workflows, reduces errors, and builds strong client relationships by delivering understandable and regular updates. Master...'. Below the description are 'Insights' for 'All audiences': 3189 people have this skill, 15% have skill gaps, and 1961 skill goals. A 'Distribution of skill levels among people' chart shows the number of people at each level: Expert (~300), Professional (~450), Competent (~900), Novice (~700), Awareness (~550), and Not defined (~150). The 'People' section includes a search bar and filters for 'Current skill level', 'Skill goal', 'Required level', and 'Only skill gaps'. The skill levels are ordered by 'Experts first'.

VALAMIS Search

Home For You **Your team**

### Your team

Production Department

NAME	LEARNING TIME	MANDATORY LEARNING	CERTIFICATES	SKILLS
<b>L&amp;D, Linda</b> Instructional Designer	7 hours 4 minutes	0%	No recent certificates	7 GAPS 8 GOALS Updated on Dec 12, 2024
<b>Manager, Mark</b> HR manager	13 hours 20 minutes	0%	PERMANENT	
<b>Partner, Daniela</b> Junior Service Consultant	11 hours 58 minutes	20% 1 of 5 completed	PERMANENT	
<b>Salesman, Sam</b> Sales	9 hours	33% 1 of 3 completed	No recent certificates	

**Outstanding event requests**

All caught up!  
No requests pending

**Gaps and goals**

No skill updates within last 90 days  
Last skill update on December 12, 2024

**CURRENT GAPS AND GOALS**

**Design and user experience**  
Professional

**Time Management**  
Advanced - Required: Advanced

**Creative Thinking**  
Professional - Required: Advanced

**Influential Leadership**  
Advanced

[Go to skills](#)

## Valamis' Lesson Assessment Test

Security training EU GDPR Question 1 (17/25)

# Assessment

Which of the following are regarded as personal data under the EU GDPR? Drag all items into the correct buckets.

**Non-personal data**

Company name

Company VAT number

**Personal data**

List of customer names

Geolocation

Social security number

IP address

Work email address

Anonymized exam results

## Valamis Lesson Completion with Learning Path Progress for Learner Guidance

Foundations of project management > Project initiation and planning

Done!

You completed the lesson Project initiation and planning (90% of the content covered).  
[Show details](#)

Rate this lesson ★★★★★

[Next learning goal](#) [Restart](#)

Your learning path progress: Foundations of project management

- LESSON  Introduction to project management
- LESSON  Project initiation and planning
- LESSON  **Risk management**
- LESSON  Communication strategies for project managers
- LESSON  Understanding team dynamics
- LESSON  Monitoring and adaptation in projects

## Learning Paths with Progress and User Engagement Displayed

VALAMIS Search Jane Smith

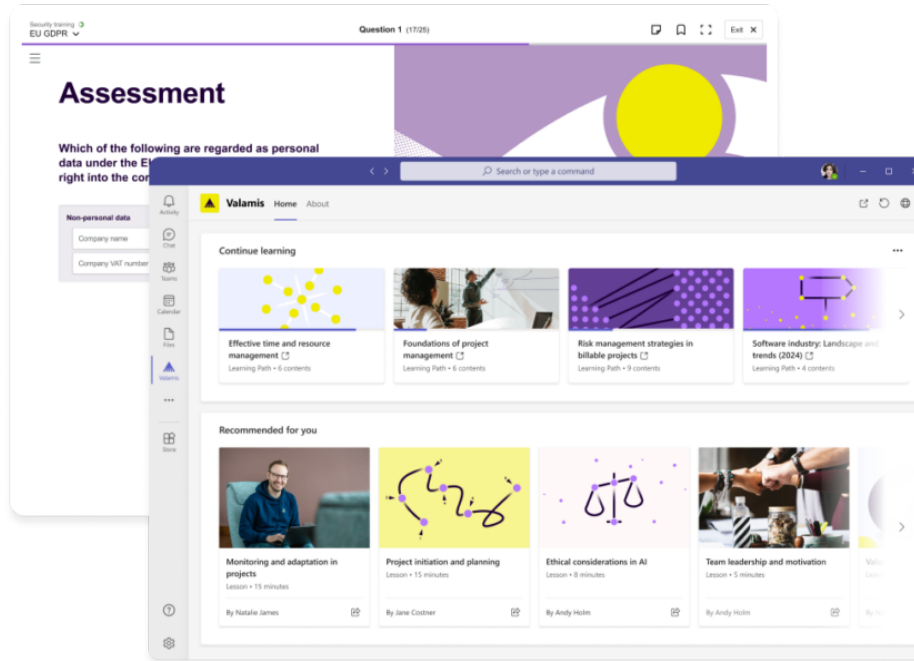
### Learning Paths [Create Learning Path](#)

My Learning Paths Available Learning Paths Created by me All learning paths Inactive

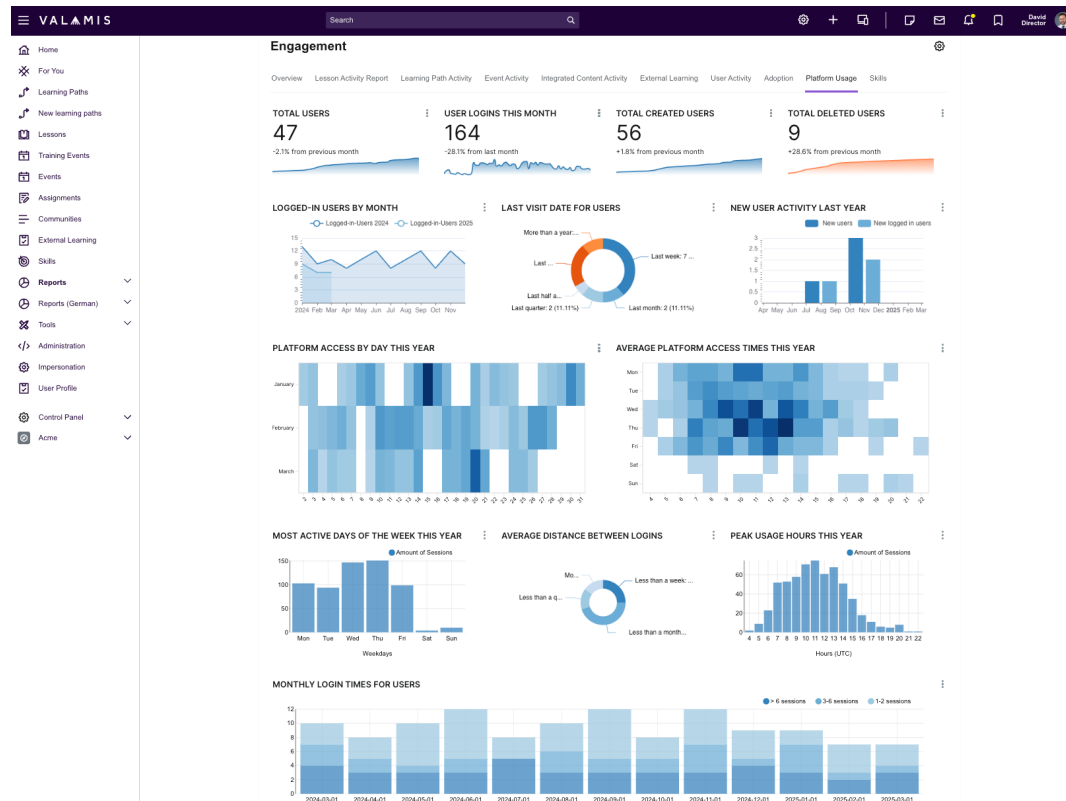
Search All categories All languages All courses Showing 1 - 11 of 11 Newest A-Z

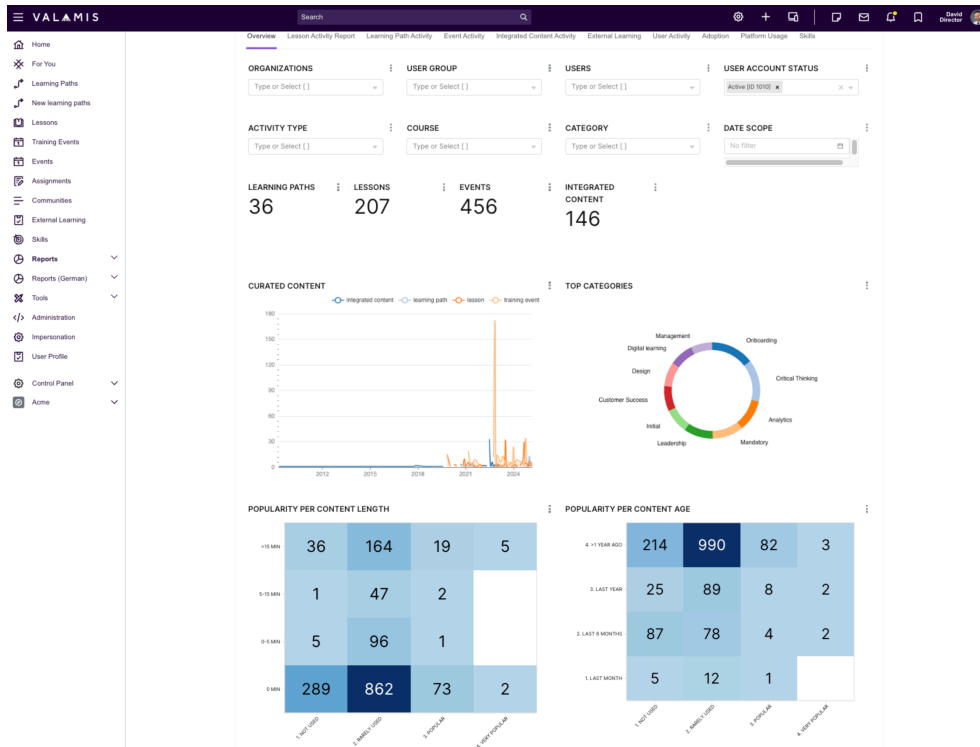
<p><b>NOT STARTED</b></p> <p>Agile and responsive - adaptation and continuous improvement in billable work</p> <p>27 6</p>	<p><b>NOT STARTED</b></p> <p>Budgeting and financial planning for project managers</p> <p>44 11</p>	<p><b>IN PROGRESS</b> 83%</p> <p>Effective time and resource management</p> <p>357 6</p>	<p><b>NOT STARTED</b></p> <p>Focus learning: Client communication skills for project managers</p> <p>38 7</p>	<p><b>NOT STARTED</b></p> <p>Focus learning: Project initiation and scope definition</p> <p>37 8</p>	<p><b>IN PROGRESS</b> 17%</p> <p>Foundations of project management</p> <p>234 6</p>
<p><b>NOT STARTED</b></p> <p>Project management in the software industry: Best practices</p> <p>342 4</p>	<p><b>IN PROGRESS</b> 23%</p> <p>Risk management strategies in billable projects</p> <p>59 9</p>	<p><b>IN PROGRESS</b> 75%</p> <p>Software industry: Landscape and trends (2024)</p> <p>489 4</p>	<p><b>IN PROGRESS</b> 80%</p> <p>Team collaboration and productivity</p> <p>652 5</p>	<p><b>NOT STARTED</b></p> <p>Quality assurance and client satisfaction in projects</p> <p>145 5</p>	

## Sample Microsoft Teams Integration with Valamis



## Learner Engagement Report Dashboard Inside the Valamis LMS





## Learning Activity Data Inside the Valamis LMS

**Learning activity**

Jane Smith (you)

Search: [ ] All activity types All categories All statuses Mandatory CPD points

ACTIVITY NAME	ACTIVITY TYPE	COURSE	START DATE	COMPLETION DATE	PROGRESS	STATUS	ESTIMATED DURATION	CPD
<b>Project initiation and planning</b> Project management • Customer experience • Timeline planning	Lesson	Valamis	Jan 24, 2024	Jan 24, 2024	100%	COMPLETED	1h	-
<b>Introduction to project management</b> Project management • Time management • Task prioritization	Lesson	Valamis	Jan 23, 2024	Jan 23, 2024	100%	COMPLETED	15m	-
<b>Foundations of project management</b> Project management • Customer experience	Learning path	Valamis	Jan 8, 2024	-	34%	IN PROGRESS	5h	5
<b>Organizational Thought Leadership</b> Leadership	Linkedin course	-	Jan 8, 2024	Jan 16, 2024	-	COMPLETED	-	-
<b>Risk management strategies</b> Risk management	Lesson	Valamis	Dec 5, 2023	-	-	IN PROGRESS	30m	-
<b>Creating a winning business proposal in PowerPoint</b> Communication • PowerPoint • Pitching • Sales	Lesson	Valamis	Nov 30, 2023	Nov 30, 2023	100%	COMPLETED	1h	-
<b>Monitoring and adaptation in projects</b> KPIs • Goal setting • Task prioritization	Lesson	Valamis	Nov 15, 2023	-	-	IN PROGRESS	15m	-
<b>Communication and presentation skills</b> Communication • Customer experience • PowerPoint • Public speaking	Learning path	Valamis	Nov 7, 2023	Nov 30, 2023	100%	COMPLETED	5h	5
<b>Annual service business seminar - Helsinki</b>	Event	Valamis	Oct 27, 2023	-	-	ABSENT	-	-

# SAP SuccessFactors Integration with Valamis

VALAMIS


📄
✉
🔔
🔖
Jane Smith

Home
For you
Events
Articles
Skills
Authoring
Channels

## For you

All languages ▾ All categories ▾ Any duration ▾

Latest >
All Videos Lessons Learning paths External

**Balancing Technical Excellence with B...**

**Introduction to agile software development me...**

**Tech Evangelism: Promoting Products with Pa...**

**Innovative Cross-Team Project Management Stra...**

**Effective Collaboration between Develop...**

**The Role of Frontend Development in...**

**Responsive Web Design Principles**

**Modern CSS Techniques and Best Practices**

**Optimizing Web Performance with Frontend Techni...**

**JavaScript ES6+ Features and Usage**

**Building Single Page Applications (SPAs)**

**CSS Preprocessors: Sass and Less Fu...**

**Introduction to Artificial Intelligence**

**ML Fundamentals: Algorithms and Models**

**Deep Learning Essentials: Neural Networks and Arc...**

**Exploring Generative Adversarial Netw...**

**AI-driven Predictive Analytics: Turning Data into Insights**

**AI for Business: Strategies and Implementation**

## React >

**Responsive Web Design Principles**

**Modern CSS Techniques and Best Practices**

**Optimizing Web Performance with Frontend Techni...**

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VALAMIS


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🔔
🔖
Jane Smith

Home
Explore
Lessons
Learning Paths
Events
Assignments
Skills
Reports
Tools
Administration

## Events

🔧 Create event

June 2025 ▾

June 2022
👍 Show 4 past events

**Monthly meeting**

3 Jun, Fri 11:00 am - 11:30 am

📍 Finland - Joensuu - Flux 📺 Online

👤 146

**How to improve customer service. Best practices.**

7 Jun, Tue 02:00 pm - 04:00 pm

📺 Online 👤 12 of 12

**Values Compliance: Essential Training**

10 Jun, Fri 11:00 am - 12:00 pm

📺 Online 👤 65

**Agile leadership**

14 Jun, Tue 09:00 am - 12:00 pm

📺 Online 👤 6 of 8

**Sales planning for stores admins.**

15 Jun, Wed 09:00 am - 04:00 pm

📺 Online 👤 32 of 45

**Best practices for sales managers.**

17 Jun, Fri 10:00 am - 12:00 pm

📍 Netherlands - Amsterdam

👤 5 of 8

**Leadership for your department.**

22 Jun, Wed 09:00 am - 12:00 pm

📍 Netherlands - Amsterdam

🇺🇸 English (United States)

👤 10 of 12

**How to manage your team.**

27 Jun, Mon 12:00 pm - 1:00 pm

📍 Finland - Helsinki - Maven

👤 51 of 70

**VALAMIS** Search [ ] Jane Smith

Events / ← **How to improve customer service. Best practices.**

Wed 22 Jun 2025, 09:00 - Fri 24 Jun 2025, 12:00 [ ]

ENROLLED MANDATORY ★★★★★ 3.5 (1.2K) [Unenroll] [Save] [Share]

Info Materials Occurrences Audience

ONLINE EVENT **Open online event** [ ] LOCATION **Germany - Berlin**

**A backlog is a prioritized list of features, bugs, technical work, and knowledge acquisition needed to meet the desired functionality in the product. Your backlog is the roadmap for your product. An oversized backlog is a problem. It impedes innovation. It slows time to market. And it causes frustration in even the best Agile teams. In this event, we'll cover common challenges of oversized backlogs and how to fix them.**

In an Agile development organization, the main tool to manage the roadmap and gain predictability is the backlog. But if it grows uncontrollably, the value it provides diminishes.

An unreasonably long backlog is a major pain point for many teams. By virtue of the sheer amount of information, it becomes unmanageable and irrelevant. It will then be abandoned. Teams will resort to reactive sprint planning. In turn, they'll lose sight of the long-term goals and end up in a very task-focused environment. Because it's much easier to think about what you need to do now than what you need to achieve in the distant future.

Estimated duration: 3h 30m  
Event language: English (United States)  
Some field: Some content  
Some child field: Some child content

**CERTIFICATE**  
Attend this event to receive a 1 year certificate

**PARTICIPANTS**  
50 of 72 people are enrolled [ ]  
This event requires 40 people  
Sales managers: 5 of 27 have enrolled  
Administrators: 2 of 14 have enrolled  
[View all]

**MATERIALS**  
Service design 101  
Lesson • Not started

**VALAMIS** Search [ ] Jane Smith

Home Explore Lessons Learning Paths Events Assignments Skills Reports Tools Administration

**Valamis Academy**  
SEASON 2: COMMUNICATION

**Home**  
Overview Your team

**Continue learning**

- Monitoring and adaptation in projects [Lesson]
- Effective time and resource managem... [Learning path]
- Risk management strategies [Lesson]
- Foundations of project management [Learning path]
- Team leadership and motivation [Lesson]
- Project initiation and planning [Lesson]

**Your events**

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- 6 Mar Resource allocation and time management [ ]
- 10 Apr Budgeting and cost control [Spring, Joensuu]

**What's next**

- Complete mandatory learning [8 learning activities to go]
- Achieve learning point goal [66% / 100, complete more content to hit the goal by June 28]
- Deadlines [8 total, next deadline Oct 6]

**Most active teams**

RANK	NAME	POINTS
1	Sales	312
2	Client services	310
3	Project management	273

**Feed**  
Post an update...  
All activity Personal  
James Wong published a learning path

All screenshots provided by Valamis

## Analysis by Brandon Hall Group™

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### Situational Analysis

Organizations today face significant challenges in managing diverse learning needs across a distributed workforce. The simultaneous requirements for compliance training, skills development and continuous learning create complex ecosystems where learning data often remains siloed and difficult to leverage strategically. Many enterprises struggle with legacy learning management systems that offer either strong compliance capabilities or engaging user experiences, but rarely both. Meanwhile, the growing importance of measuring learning impact on business outcomes creates pressure for L&D teams to justify investments and demonstrate value.

### Challenges to the Business

- **Disconnected learning systems:** Many organizations operate multiple learning platforms (LMS, LXP, content creation tools) that don't communicate effectively, creating redundant administration, disjointed user experiences and fragmented learning data that undermine reporting and analytics capabilities.
- **LMS vs. LXP dilemma:** Traditional LMS platforms have long been the standard for mandatory training. Generally speaking, LXP platforms are not known for compliance training. LXPs offer the promise of improved user engagement over traditional LMS platforms. This places organizations in a position to have to choose two platforms.
- **Difficulty measuring learning impact:** Without standardized, detailed learning data collection, organizations struggle to measure the effectiveness of learning initiatives and their impact on business outcomes, making it challenging to justify L&D investments and optimize learning programs.
- **Skills development complexity:** As organizations face rapid technological change and workforce transformation, they need systematic ways to identify skill gaps, recommend relevant learning content and track progress toward strategic skill development goals—capabilities that many existing solutions lack or implement poorly.
- **Implementation timelines and complexity:** Enterprise learning solutions often require extensive customization and long implementation periods, delaying time-to-value and requiring specialized technical expertise that drives up total cost of ownership.

## Implications for the Business

- **Inefficient learning operations:** Without a unified platform, organizations waste resources maintaining multiple systems and duplicate content, while administrators spend excessive time on system management rather than learning strategy and design.
- **Compliance gaps:** Inadequate compliance tracking creates organizational risk, with potential regulatory violations that could lead to penalties, legal issues, or reputational damage.
- **User experience gaps:** Meanwhile, poor user experiences in compliance-focused systems lead to bare-minimum completion rates without real knowledge transfer or behavior change.
- **Inability to demonstrate L&D value:** When learning data isn't detailed enough or properly integrated with business metrics, L&D departments struggle to justify their budgets and may face cuts to essential programs due to the inability to demonstrate tangible returns on learning investments.
- **Strategic skills deficits:** Without effective skills development capabilities, organizations fall behind competitors in building critical capabilities, particularly in rapidly evolving areas like data analysis, AI implementation, and digital transformation expertise.

## Questions to be Answered by the Business

- How can we efficiently manage compliance requirements and continuous learning needs on a single platform while maintaining high user engagement?
- What level of detail do we need in our learning data to make meaningful connections between learning activities and business performance?
- How can we accelerate the deployment of our learning platform while ensuring it integrates smoothly with our existing HR and business systems?
- What capabilities do we need to effectively identify, develop, and track the skills that will be most critical to our business strategy over the next 3-5 years?
- How can we leverage learning analytics to improve not just completion rates but actual skill development, knowledge retention, and performance improvement?

## Valamis as the Answer

Valamis addresses these challenges by providing a true end-to-end learning platform that unifies compliance management, skills development and continuous learning. Its architecture is built around a standardized xAPI data model that captures detailed learning activities across all content types, creating an extensive foundation for analytics and insight generation. This allows organizations to achieve compliance objectives while still delivering engaging learning experiences.

The platform's standout feature is its commitment to making learning data actionable through advanced analytics and AI capabilities. The Ask AI feature allows administrators and managers to query learning data in natural language, while self-service reporting tools enable stakeholders at all levels to track relevant metrics without specialized technical expertise. This data-driven approach extends to personalization as well, with content recommendations and learning paths tailored to individual skills, roles and development goals.

Valamis also differentiates itself through its implementation model. With all-inclusive pricing that covers the full platform functionality without add-on fees, organizations can deploy the solution quickly and with predictable costs. The system's extensive integration capabilities, particularly with key HRIS platforms like SAP SuccessFactors and Workday, ensure that Valamis works within existing technology ecosystems rather than creating new silos.

For organizations struggling with the dual mandate of compliance and continuous learning, Valamis offers a compelling solution that addresses both needs while providing the data infrastructure necessary to demonstrate learning's impact on business results.

### **Contribution Team**

Roberta Gogos, Claude Werder, Michael Rochelle, Mike Cooke,  
Rachel Cooke, Alan Mellish, Matt Pittman, Pat Fitzgerald

# About Brandon Hall Group™

With more than 10,000 clients globally and 30 years of delivering world-class research and advisory services, Brandon Hall Group™ is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

## Professional Certifications

Self-paced certification programs. Virtual group sessions for companies. In-person conferences and summits.

## Membership

Individual and Enterprise Membership Options: Includes research assets, advisory support, a client success plan and more.

## Advisory Offerings

Custom Research Projects, including surveys, focus group interviews and Organization Needs Assessment for Transformation, Technology Selection and Strategy.

## Excellence Awards

Three annual programs recognize the best organizations that have successfully deployed programs to achieve measurable results.

SOME WAYS WE CAN HELP

### ORGANIZATIONAL EXCELLENCE CERTIFICATION PROGRAM

recognizes world-class HCM programs that transform their organization and achieve breakthrough results. This designation is the next step beyond the HCM Excellence Awards, which focus on a single program, and looks at the department as a whole.

### SMARTCHOICE® PREFERRED PROVIDER PROGRAM

uniquely places HCM service and technology companies at the top of organizations' consideration list of vendors. It adds an unmatched level of credibility based on BHG's twenty-eight-plus years of experience in evaluating and selecting the best solution providers for leading organizations around the world.