People Development Platform
Collaboration@Work
Most business leaders would agree that their people are key to their success. After all, who is going to solve a customer’s problem? Who is going to close a deal? Who will come up with an idea for a hot product? Better yet, who will take that idea and put in the long hours to turn it into a product?

But are your people engaged? Are they growing their skills to meet your company’s challenges and for their own career aspirations? And perhaps most importantly, are they working effectively together?

One of the most common misconceptions is that stand-alone social networking solutions can drive the engagement, growth, and productivity your people need. At Saba we see it differently. We believe that social and collaboration tools need to be applied to specific business processes to have a real impact.

That is why Saba has created the industry’s first comprehensive people development platform that transforms traditional learning and talent management processes into true social, collaborative people development processes.

Our people development platform ensures your people can connect with experts; find that nugget of information; crowdsourced questions; meet anytime, anywhere online even if their offices are on different continents; and in general, work and grow better together.

That’s Collaboration@Work.

**The Only People Development Platform**

Beyond a Learning Management System or talent management suite, Saba’s people development platform is the next evolution in supporting mission-critical processes. With the richest people profile for capturing every detail about your people, support for all types of end-to-end people processes, and the most advanced social, mobile, and collaboration capabilities available, Saba is the next-generation people development platform you need to drive organizational agility and competitive advantage. Our people development platform starts with Learning@Work capabilities and ties learning into other upstream people processes including:

- Planning@Work capabilities that help you to conduct organizational, workforce, and succession planning to identify future development needs and close critical skill gaps.

**DID YOU KNOW?**

In its annual survey, McKinsey and Company reports that early adopters of social technologies at work have found significant benefits, on average:

- 30% improvement in access to information and experts
- 20% lower communication costs
- 20% improvement in customer satisfaction
- 15% greater revenue

- Performance@Work capabilities to help your managers drive everyday coaching and feedback to continuously engage and develop your employees.
- Collaboration@Work capabilities that enable you to adopt social, mobile, and collaboration technologies at your own pace and make them part of your people development processes.
- Technology@Work capabilities that help you tailor your people development processes to your unique business needs, analyze their effectiveness, and connect them to other enterprise systems such as HRIS.

Saba combines social, mobile, and real-time collaboration technologies into a single solution to make working with colleagues, partners, and customers easier and more productive. Saba’s rich content and collaboration tools make it easy for teams work more effectively, and Saba also makes it easy to recognize outstanding achievements so you can keep your workforce engaged and productive. Stay connected wherever you are by giving your team complete access to your community from their smartphones and tablets.
Effective, Instant Communication Across the Network

Communication

Stay on top of all of your projects and company news through the activity stream and share important news to select groups or the entire company through discussions and blogs. Ask or answer a question, participate in discussions, or contribute new ideas and content quickly and easily.

- Activity stream — Receive relevant updates and information continuously in your activity feed. Filter content by author, keyword, and content type to quickly find what you need. Share thoughts, ideas, links, and other content, as well as comment, rate, and “like” all feed items.
- Discussions — Start a discussion around an idea, issue, or topic of interest from your home page, a group, or an individual workspace. Your colleagues, customers, or partners can add their thoughts to the thread when it is convenient for them.
- Blogs — Share internal or external news with the blog tool. Give others the ability to share, reply, comment, “like,” and even tag your blog.
- Chat and presence — Get quick answers through text chat. Turn a one-on-one conversation into a group chat or join into a web conference with just one click.

Content

Share video, documents, links, or any type of content you like with select groups or the entire company. And if you are looking for some help, you can find what you need through filtered searches — unless the Intelligent Recommendation Engine beats you to it by proactively suggesting content and people to follow based on your interests.

- Video channels — Upload any video into a secure video channel to share with a group or your company. Team meetings can also be automatically recorded and shared through a video channel.
- Links — Share links to internal or external blogs, articles, certification programs, TED talks, or any content with a URL. Add your thoughts and spark a discussion.
- Documents — Share and comment on any document type, including Excel, Word, PowerPoint, PDF, and more. Automatically track versions so you can update without a hassle.
- Search — Search the entire community space and quickly find the expert or content that you need, because all content, including videos, documents, links, PDFs, workspaces, and comments, is indexed.
- Intelligent recommendations — Keep track of your interests and get recommendations of people to follow or of content related to your interests.

Share Rich Content to Help Get the Job Done
Collaborate More Effectively With Workspaces, Groups, and Online Meetings

Collaboration

Quickly turn ideas into innovative programs and products by giving your teams one place to work — asynchronously or in real time — while sharing documents and holding meetings. Keep the entire company informed of the team's progress and create shared workspaces and web pages for posting documents and forms and gathering feedback.

- **Groups** — Give small and large teams one place to upload and work on documents, post related materials, and discuss plans with public, private, and hidden groups.
- **Workspaces** — Create individual workspaces or a complete intranet. Create pages to share information and documents, no matter how much HTML each project or department lead knows. Workspaces allow for comments and make it easy to get feedback and answer questions efficiently.
- **Social web conferencing** — Schedule an online meeting with the entire organization, a small group, or an individual. Jump into a meeting with your project team and solve a problem or two in real time.
- **Idea engine** — Leverage the power of the network to share and cultivate ideas through discussions, refine them, and vote on the best ideas.

Engagement

Keep everyone engaged by recognizing their efforts publicly. Encourage productivity with personalized home pages where team members can track their activities.

- **Impressions and badges** — Give credit and public praise to your colleagues for their accomplishments. Leave constructive feedback that’s only visible to specific individuals.
- **pQ Score** — Raise your pQ, or People Quotient, by contributing content and comments. Share more frequently or receive higher ratings on your content for a more positive pQ score.
- **Personal home page** — Personalize your home page by selecting from dozens of widgets to help you keep abreast of what’s going on. Choose from a wide range of content sources, such as a Twitter, Facebook, industry blogs, and more.
- **Getting Started Wizard** — Implement the Getting Started Wizard to guide new users through several tasks, including uploading a profile photo, filling out a profile, and following someone.
- **Individual dashboards** — Create and organize goals, tasks, and learning and development items. Use the dashboard to track your progress on each item.
Mobile
Business doesn’t stop when you’re out of the office. The Saba mobile clients keep you connected and engaged wherever you may be.

- Activity feeds and discussions — Stay on top of what’s going on by reading your feeds and discussions.
- Review and comment — View documents and links from your phone and tablet to get quick answers while on the go. You can also comment or ask a question.
- Attend meetings — Fully participate in Saba Meetings, viewing slides and video feeds, as well as two-way audio.

Analytics
Moving your corporation to a cloud-based platform has many advantages, and one the most significant is the insights one can draw into the organization and how people are working together.

- Dynamic Network Analysis (DNA) — See how people are connecting and interacting, both overall and within groups.
- Reports and dashboards — Gain insights into most popular discussions and issues, and once identified, they can be addressed through the appropriate means such as formal training.
- Engagement analysis — Track each user’s level of engagement in key groups such as onboarding and job training and identify early those who may need attention.

Fully Unified People Development Platform
It’s not always clear where the collaboration stops and learning or performance management begins. What is clear is that improving communication, collaboration, content, and engagement will not only help your people meet their commitments, it will also provide for continuous development. Since all of Saba’s solutions are organically built and fully unified, it is easy to harvest your people network for connections and information, which helps with collaboration, learning, and performance.

- My Success Plan captures everything needed to be successful
- Social learning — Use social learning to enhance and extend your formal learning processes, or tap into the power of the network to enable your people to learn from their peers and subject-matter experts inside and outside your organization.
- Social performance — Use social performance features like badges, impressions, and PQ scores to drive ongoing coaching and feedback and better engagement between leaders and teams and across teams and divisions in your organization.
- Social goals — Saba’s platform provides your people not only with the ability to set, track, and measure goals, but also provides them with the ability to tap into the network to find the people, content, and ideas to achieve them.
Take Advantage of Secure, Scalable, Reliable Cloud Delivery

Saba’s cloud infrastructure is highly scalable supporting more than 10 million users in over 180 countries, while keeping data and access secure by strictly complying with industry standards. With several data centers around the world, Saba’s cloud infrastructure delivers the security, scalability, and reliability you need with:

- Configurators and wizards for rapid implementation
- Secure, available cloud services 24x7x365
- Online and phone support 24x7
- Multi-tenant cloud delivery model
- Out-of-the-box SSO and SSL
- State-of-the-art SSAE-16 and ISO Certified data centers
- Service best-practices standards based on NIST and ISO-27002
Plan, Realize, and Optimize the Fastest Time to Value

Saba’s portfolio of services help you achieve the fastest time to value from your Saba people development platform. Benefit from deep domain expertise and best practices gained from more than 15 years of work with some of the world’s most admired organizations. Saba has a truly global presence and proven solution used by 2,100 organizations and 31 million users across five continents and 32 languages. That’s why we have designed our services portfolio with a focus on offering expert advice and timely support at every phase in the lifecycle of your Saba solution. Designed as an integral part of our cloud solutions, Saba’s portfolio of services help you:

- Plan for how Saba will fit into your business, people, and technology strategies
- Realize the shortest time to value for mission-critical people processes
- Optimize your Saba investment throughout our partnership

Saba: Transformation at Work.

Built on a unified, global platform and accessible wherever your users work, Saba puts people first, with Collaboration@Work combining groundbreaking social, mobile, and real-time collaboration technologies. When combined with the rest of the people development platform capabilities you can adopt these innovative new technologies to transform learning and performance management processes to drive new levels of inspiration, engagement, and development throughout your entire people network. When the solution is built from a people-first perspective, it empowers each person and team to work better together.