

2003 LEARNING MANAGEMENT AND CAREER & ORGANIZATIONAL DEVELOPMENT BUYERS GUIDE

The 2003 Learning Management and Career & Organizational Development Buyers Guide will serve as a valuable reference tool. For your convenience, the Guide has two sections; a Categorical Listing and an Alphabetical Listing. In the Categorical Listing, companies are listed under the product and service categories of their choice. For information on a specific company and its products and/or service, please refer to the Alphabetical Company Listing beginning on page 31.

While a listing in this guide does not constitute an endorsement by IHRIM, it does indicate that these companies are interested in serving the needs of HRIS professionals. We hope this Buyers Guide will assist you in your purchasing decisions.

Product Categories

■ Learning Management

COMPUTER-BASED TRAINING

Docent
 Knowledge Impact
 Pathlore
 PeopleComeFirst, a division of Genesys Software

CONTENT MANAGEMENT (LCMS)

Docent

DISTANCE LEARNING

Docent
 Pathlore
 PeopleComeFirst, a division of Genesys Software

E-LEARNING AUTHORING TOOLS

Docent
 Knowledge Impact
 Society for Human Resource Management

LEARNING CONTENT

Docent
 Knowledge Impact

LEARNING MANAGEMENT SYSTEMS (LMS)

Docent
 HRsmart
 Pathlore
 PeopleComeFirst, a division of Genesys Software
 Saba

WEB-BASED TRAINING

Docent
 Knowledge Impact
 Pathlore
 PeopleComeFirst, a division of Genesys Software

■ Career & Organizational Development

CAREER DEVELOPMENT

Advanced Information Management, Inc.
 HRsmart
 HRSoft, LLC
 Organization Metrics, Inc.

COMPETENCIES MANAGEMENT

Advanced Information Management, Inc.
 HRSoft, LLC
 Organization Metrics, Inc.
 Pathlore
 Saba

CONSULTING

Docent
 Pathlore

ENTERPRISE PERFORMANCE IMPROVEMENT

Docent
 Organization Metrics, Inc.
 Saba

LEADERSHIP/MANAGEMENT DEVELOPMENT

Advanced Information Management, Inc.
 HRSoft, LLC
 Organization Metrics, Inc.

ORGANIZATIONAL CHARTING

Advanced Information Management, Inc.
 HRSoft, LLC
 TimeVision, Inc.

SUCCESSION PLANNING

Advanced Information Management, Inc.
 HRsmart
 HRSoft, LLC
 Organization Metrics, Inc.
 Pilat NAI
 TimeVision, Inc.

TESTING & ASSESSMENT

Docent
 Pathlore

* Systems and applications referred to in this section are trademarked, registered, or in progress. These names should not be used generically.



ADVANCED INFORMATION MANAGEMENT, INC.

P.O. Box 249
Santa Barbara, CA 93102

Derek Beebe

800/852-1295

Fax: 805/730-1453

E-mail: info@aimworld.com

Web: www.aimworld.com

We understand that people are the heart of your business.

Advanced Information Management, Inc. (AIM) offers enterprises the only software suite available that can support the entire spectrum of compensation and talent management, salary planning, performance management and career succession and development. See ad on page 45.

HRSMART

1200 Commerce Drive, #102

Plano, TX 75093

Tom Todd

425/896-0256

Fax: 425/896-2888

E-mail: ttodd@hrsmart.com

Web: www.hrsmart.com

HRsmart's Learning Management solution makes it easy for managers and employees to create and implement personalized learning programs. The system clearly communicates individual learning requirements and options and automatically creates a knowledge inventory for the entire company. Online and offline courses from your choice of content providers can be included.



HRSOFT, LLC

10 Madison Avenue, Third Floor

Madison, NJ 07962

800/437-6781

Fax: 973/984-5427

E-mail: info@hrsoft.com

Web: www.hrsoft.com

HRSoft, LLC, a global leader in comprehensive strategic talent management systems, offers fully scalable enterprise-wide solutions for strategic talent management. Our solutions, ExecuTRACK & HRCharter, support the creation of the global talent pool through succession planning, leadership development, performance management, skills and competency management, career and development planning, organizational charting, modeling and hierarchy management.



KNOWLEDGE IMPACT

321 Commonwealth Road

Wayland, MA 01778

Contact: Sales

800/852-1230

Fax: 508/651-8788

E-mail: marketing@kimpact.com

Web: www.kimpact.com

Knowledge Impact is the leading provider of blended learning and performance support solutions for end users of enterprise applications. In addition to our service offerings, we offer two development tools: 1) Firefly for creating realistic software application simulations; and 2) KMD for creating and maintaining performance support systems.



DOCENT

2444 Charleston

Mountain View, CA 94043

Contact: *Docent Sales*

888/362-3685

E-mail: sales@docent.com

Web: www.docent.com

Docent is the leading provider of solutions that drive business performance through learning. The Docent Enterprise suite includes LMS, LCMS, knowledge management, virtual classroom, performance management and the industry's only packaged training analytic applications. Docent's is distinguished as a market leader by Gartner and META, and is the winner of product shootouts sponsored by brandonhall.com

ORGANIZATION METRICS, INC.

10 Winchester Road East

Brooklin, ON, Canada L1M 1B3

Monika Schmidt

905/655-8414

Fax: 905/655-8570

E-mail: mschmidt@orgmetrics.com

Web: www.orgmetrics.com

OrgMetrics facilitates the development of people in direct support of your organization's strategic objectives. Recognized internationally for its suite of integrated web-based modules.

OrgMetrics supports all aspects of strategic HR management functions including: competency modeling, online multi-source assessment, training and development, organizational restructuring, succession planning, performance management, career planning, etc.



PATHLORE

7965 North High Street
Columbus, OH 43235
Michelle Graham
408/572-5005
Fax: 408/446-5705
E-mail: infor@pathlore.com
Web: www.pathlore.com

Pathlore, the most widely used and experienced LMS provider, has been satisfying enterprise learning management needs since 1984. Over 1,500 customers, including 75 of the Fortune 100 and more than 100 hospitals and healthcare providers, use Pathlore's LMS products to increase sales, comply with government regulations and measure quality initiatives.



**PEOPLECOMEFIRST, A DIVISION
OF GENESYS SOFTWARE**

5 Branch Street
Methuen, MA 01844-1999
Lisa Rowan
800/580-5450
Fax: 801/761-2015
E-mail: info@peoplecomefirst.com
Web: www.peoplecomefirst.com

PeopleComeFirst Learning from Genesys Software Systems is the first of its kind LMS to be based tightly on competency management. PeopleComeFirst Learning is distinguished from the competition by its competency management capabilities and intuitive design, which increase productivity and improve the effectiveness of learning. Features include competency gap analysis, extensive content libraries, personalized learning paths, and more. See ad on back cover.

PILAT NAI

406 Route 22 West
Lebanon, NJ 08833
Erin Stanton
800/338-9701
Fax: 908/823-9438
E-mail: info@pilat-nai.com
Web: www.pilat-nai.com

Pilat NAI is the recognized global leader for 360° Assessment, competency-based succession/career planning and Performance Management & development systems. Since 1984, Pilat NAI has specialized in helping organizations automate and integrate their strategic processes for Leadership Development. We insure a rapid yet highly effective implementation for your HR automation needs.



SABA

2400 Bridge Parkway
Redwood Shores, CA 94065
Tina Murray
877/SABA101
Fax: 650/696-1773
E-mail: info@saba.com
Web: www.saba.com

Saba (Nasdaq: SABA) is the leading provider of Human Capital Development and Management (HCDM) solutions. Saba offers customer-focused web applications to manage learning, content, performance, collaboration and related professional services. Customers worldwide use Saba to decrease time-to-market, increase sales and channel productivity, accelerate time-to-competency and reduce regulatory compliance risk.

**SOCIETY FOR HUMAN RESOURCE
MANAGEMENT**

1800 Duke Street
Alexandria, VA 22314
Contact: SHRM Customer Service
703/548-3440
Fax: 703/836-0367
E-mail: shrm@shrm.org
Web: www.shrm.org

SHRM e-Learning is an online educational environment that delivers just-in-time training to HR professionals through a series of HR-related mini-courses. For more information, visit the web site at www.shrm.org/elearning. See ad on page 21.

The TimeVision logo features the word "TimeVision" in a white, italicized, serif font, centered within a solid blue rectangular background.

TimeVision

TIMEVISION, INC.

5215 O'Connor Boulevard, Suite 300
Irving, TX 75039
241/574-5020
Fax: 214/574-5014
E-mail: productinfo@timevision.com
Web: www.timevision.com

TimeVision, Inc. is the leading global provider of web-based organizational charting software. Our products, OrgPublisher and OrgBuilder, provide an enterprise-wide solution for companies to create, distribute and analyze organizational structures. And now, your mobile workforce can have access to org charts via Mobile OrgPublisher. Try free for 30 days, visit www.timevision.com. See ad on page 47.