

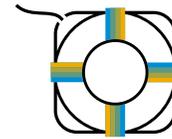
Industry: Manufacturing
 Use Case: Employee Training, Compliance Training

Reynolds Group Holdings trains employees and hourly plant workers using SAP Litmos

Reynolds Group Holdings Beverage Packaging Division consists of the integrated business units of Graham Packaging, Evergreen Packaging and Closure Systems International. They employ over 10,000 team members and have 127 facilities in 35 countries. With a customer base of national and international brands, they supply a wide range of package formats to meet customer and consumer needs. Their portfolio of packaging technologies, along with their network of high-profile customers and suppliers, offers team members throughout their organization exceptional opportunities for personal and professional growth.

Prior to utilizing SAP Litmos, their business units used an LMS which involved numerous manual processes including spreadsheets and paper for tracking employee training. As paper mills are busy places and can be prone to injury, they knew they had to take training seriously. The company is required under OSHA to do job-specific training; salaried employees have different training requirements than hourly workers. Their goal was to find a learning management system that they could implement at all facilities and completely automate the training process. After evaluating many platforms, they selected SAP Litmos LMS and its training courses.

Since deploying SAP Litmos, Reynolds Group Holdings has standardized training and dramatically improved HR efficiencies. They are now able to extract users from ADP into Active Directory, which automatically feeds into their learning platform. Salaried



4 hours
 saved per hire in onboarding time.



5,500+ hours
 saved annually in onboarding for each business unit.



ADP integration
 fully automates the learning process.

employees can complete compliance training online, which is easily tracked, and hourly workers use iPads and/or kiosks inside the plants and in training rooms to complete their training. These companies are now able to push learning paths to employees based on job code, so learners are completing training relevant to their role. In addition to the platform, they also leverage the SAP Litmos training course library which has increased learner engagement. Automating learning has improved the employee experience by keeping things consistent across all business units.

“SAP Litmos has enabled us to **implement a standard process for onboarding and employee training** across three companies and over 100 domestic and international locations.”

Laura Beth Matson

Director, HRIS at Reynolds Group Holdings

Learn more at www.litmos.com

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