Guiding Principles

* Enable operational reporting within the LMS (Cornerstone)
* Enable analysis, insights and data science to Learning and Development data with additional data for enrichment (i.e. DEI, Attrition, etc.) using the HR Data Mart

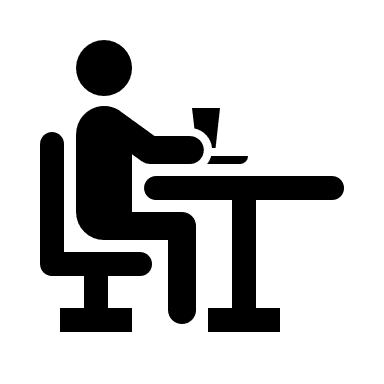
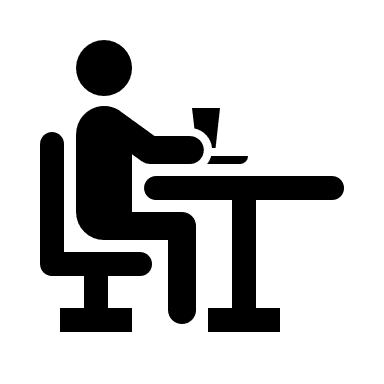
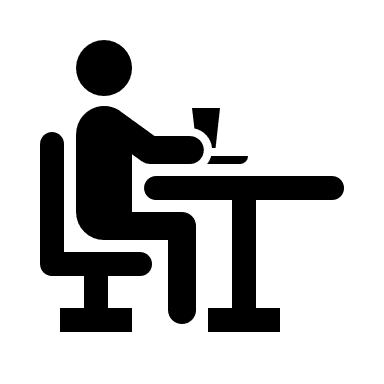
Data Sources

* (Current) Bridge LMS
* (Current) Adobe LMS
* (Future) Cornerstone LMS

Problems to solve

* Get data into Data Mart for trending data, analysis and data science
* Get historical data converted into Cornerstone to be single enterprise-wide LMS
* Data ingestion from Chewy to Cornerstone (Workday? Okta?)

|  |  |
| --- | --- |
| Data Mart | Cornerstone |
| * Bridge LMS data ingested into Data Mart already * Adobe LMS data ingestion into Data Mart being developed already * (Future) Cornerstone LMS data ingested into the Data Mart * (Future) Business Layers transform LMS data into business friendly, standardized fields for reporting, data science and automated insights | * Need data conversion from Bridge LMS to Cornerstone LMS formats * Need data conversion from Adobe LMS to Cornerstone LMS formats   + These should both be one time lifts, whether the data is sourced directly from the Data Mart, or manually from a flat file or a tool it should not be dependent (time-wise) on the data getting into the Data Mart – even though it’s almost done already * Integration team will need to set up data integrations to send data to Cornerstone – Employee info, Hierarchy info, etc. for operational reporting, and keeping those in sync |



LnD Teams (Operational Reporting)

Business Stakeholder

Data Scientist

Tableau Dashboards

Data Mart  
(Business Layers)

Data Mart  
(Ingestion Layer)

Adobe

Bridge

Cornerstone