
Digital Transformation Training: A Comprehensive Overview

Introduction

[Digital transformation](#) is no longer an option that corporations have the luxury of choosing or not choosing. In this age, it is a necessity that must be wholeheartedly adopted into every aspect of the operations of an organization. However, digital transformation can be quite challenging for those unprepared for it. In fact, an [MIT Sloan Management Review and Deloitte survey](#) shows that even though 87% of industry leaders believe digital transformation is the next big revolution in the world, only 44% feel they are prepared for it.

One of the major roadblocks in the path of digital transformation is readying the workforce and management for this major upheaval. A huge portion of them is either not sufficiently digitally literate or are resistant to the idea of a largely digitally run workplace. While this may seem like an insurmountable issue, it has a simple solution – digital transformation training.

Effective employee training for digital transformation not only teaches employees how to handle daily tasks and bigger problems but also demystifies digital technology to dispel any fear or doubts surrounding it. Many enterprise digital training solutions are available in the market that can aid you in training your workforce. The [Assima Train](#) platform is one such solution that guarantees results beyond your expectations with innovative features and a user-friendly interface.



87%

believe digital technologies will disrupt their industry



44%

feel adequately prepared for disruptions projected to occur in their industry due to digital trends

Source:

<https://www.siliconrepublic.com/wp-content/uploads/2016/08/MIT-Infographic-07252016-low.jpeg>

Interested in exploring Assima Train further? Then, check us out.

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Why Digital Transformation Requires Effective Training?

Trying to handle digital technology without proper training is like trying to ride a bicycle for the first time without training wheels. You will keep failing and falling constantly, which will make you feel like you are skilled enough to do it. But that does not reflect your actual capability. Like any other skill, you need to train to become digitally competent too. Poor or no training can lead to a number of ill effects within your organization, like:

- Loss of productivity and increase in errors
- Demotivation and resistance among employees
- Low software adoption rate
- Higher attrition in the workforce
- Low awareness regarding compliance

Overcoming these challenges in digital transformation is easy if you invest in top-quality [corporate training](#) for digital adoption. It will help remodel the workflow to be automated and smooth, removing the kinks of manual operation and [maximizing ROI with effective training](#). Moreover, as people get more comfortable with using digital tools, they will automatically be encouraged to diversify their skills so that more of their tasks become easier and their relevance in the modern workplace increases. They will also be less resistant to future technological integrations once they realize it is going to make their lives easier, not harder.

Key Challenges in Digital Transformation Training

Training for digital transformation onboarding comes with certain challenges. Some of these roadblocks are a result of the workplace being unprepared and some are a result of deficiencies in the training platform chosen. A few common issues commonly detected in organizations are:

Lack of Employee Engagement in Training Programs

Digital transformation training, if not designed keeping in mind the learning needs and preferences of your employees, could result in a lack of engagement and motivation among them. If a person is unable to connect to and feel interest in the learning materials, they will not retain the information properly and end up losing productivity and making mistakes during live operations.

Difficulty in Customizing Training for Diverse Job Roles

If you are looking to train multiple teams or departments in the use of a certain digital technology, you will need a certain level of customization in the training. This is because the intended requirement and application of the technology in different teams is different, and if they are not trained accordingly, the training will fail in its purpose.

Scalability Issues for Large or Geographically Distributed Teams

A large workforce located across the globe poses the issue of scalability. If the training platform is not scalable to accommodate the linguistic, cultural, and practical differences of different regions as you widen the scope of the training program, you will face issues. There is very little chance in a training program that is suitable for one group to realistically be a good fit for another.

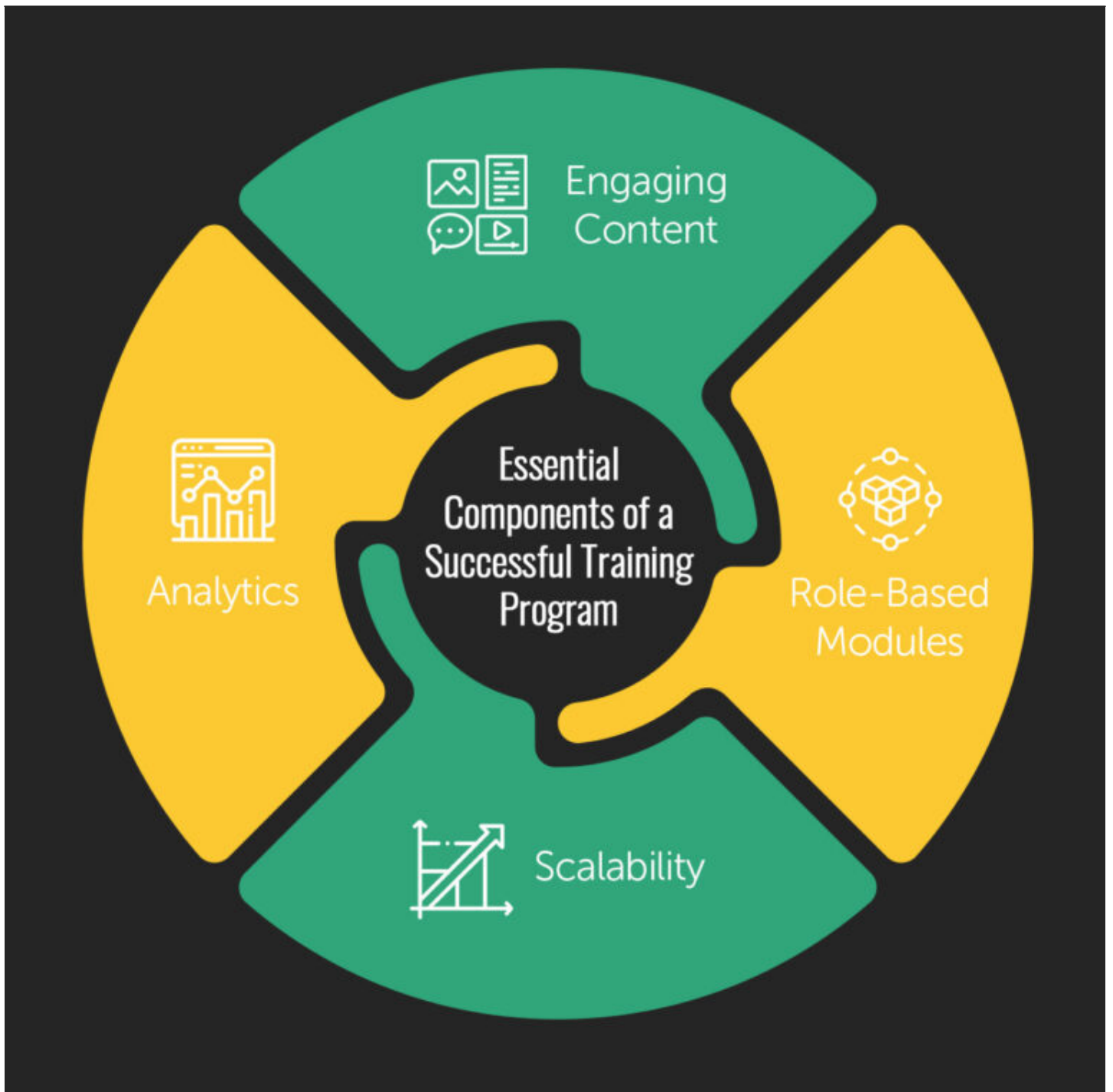
Keeping Training Materials Up to Date with System Changes

Training platforms that do not make it easy for content creators to maintain, update, and expand the database of lessons are bound to make it harder to ensure a sustainable training program. It would be a major hassle every time there are system updates or lesson modifications that need to be reflected in the training materials.

If you want to read more about roadblocks in the path of digital transformation in detail, check out [this page](#).

Essential Components of a Successful Training Program

Just because digital skills development for enterprises presents certain challenges does not mean it is a difficult task. [Workforce training for digital transformation](#) is essential in the present age. It is better to tackle it head-on than avoid it for fear of a few roadblocks. A little bit of planning and choosing the right components will guarantee success for your training program.



Engaging Content

It is imperative that you make the training content interesting and immersive so that you can command high engagement from your learners. You can use interactive modules, simulation-based training tools, and scenario-based learning to give your trainees a taste of what they will be doing when they work on the live system.

Role-Based Modules

Providing tailored learning is essential so that employees only gain knowledge relevant to their roles and responsibilities. By customizing the training program and providing role-based digital training modules catering to job-specific needs, you also expedite onboarding by cutting out unnecessary information from the lessons for a particular learner or group.

Scalability

As a company grows, so do its training needs. The best way to ensure that your [L&D](#) can keep up with this expansion is through scalable corporate learning programs. If the learning platform you use is built to accommodate a growing, diverse workforce, then you will not have to hop from one solution to another or be stuck with a stagnant training program.

Analytics

Analytics and progress tracking are irreplaceable aspects of training. They are the equivalent of exams in scholastic education. Analytics help you keep an eye on the progress of each learner as well as that of the entire workforce as a whole. This, in turn, is useful in modifying the training program to improve results and adjust the learning experience.

Assima Train: Revolutionizing Digital Transformation Training

Assima Train is a pioneer when it comes to learning technology. For over two decades, we have been revolutionizing the way enterprises provide digital transformation training. Our range of user-oriented features has helped us earn our spot on the leaderboard for corporate training. Let's take a look at some of these:

Editable Simulations

With the power of a [4X patented cloning technology](#), you can build object-based clones that are fully editable. That means you can provide [training for new software or upgrades](#) that have not even been rolled out yet, keeping the workforce prepared and reducing the time and cost of onboarding. Moreover, the simulations are hyper-realistic, highly interactive, and true-to-life, allowing people to practice risk-free in a realistic environment.

Customizable Learning Paths

Assima Train allows you to customize the lessons to a high degree. You can create multiple datasets in different formats from the same source, translate lessons to any supported language with ease, anonymize the data for data security and compliance, and modify each object in the clone individually. You do not need to rework the modules from scratch as the changes will be reflected across screens.

Scalable Solutions

Assima has been built to allow scaling to any degree. Whether you are training a workforce within the nation or across the globe, creating and delivering content is a cakewalk. With easy deployment across most OS and browsers and remote training facilities, you do not have to expend extra effort and resources or switch solutions to deploy training on a wide scale. No matter how big the workforce to be trained is, we can make it happen.

Localized Content

Assima Train clones impart the advantage of allowing translation and multiple dataset creation from the same source without the need to rework or recapture the lesson. You can also anonymize the data in the lessons easily. These features ensure that you can quickly localize content and provide lessons catered to specific teams or groups without expensing too much time, effort, or resources.

Seamless Integration

The best thing about Assima is that it is compatible with nearly every system commonly used. You can run it through any browser or OS, it can clone most [ERP](#), [CRM](#), [HCM](#), [EMR](#), and other software applications, as well as work with [homegrown applications](#) and legacy systems. Its ability to seamlessly integrate with almost any system makes it universally usable no matter what your workplace digital environment is.

Detailed Analytics

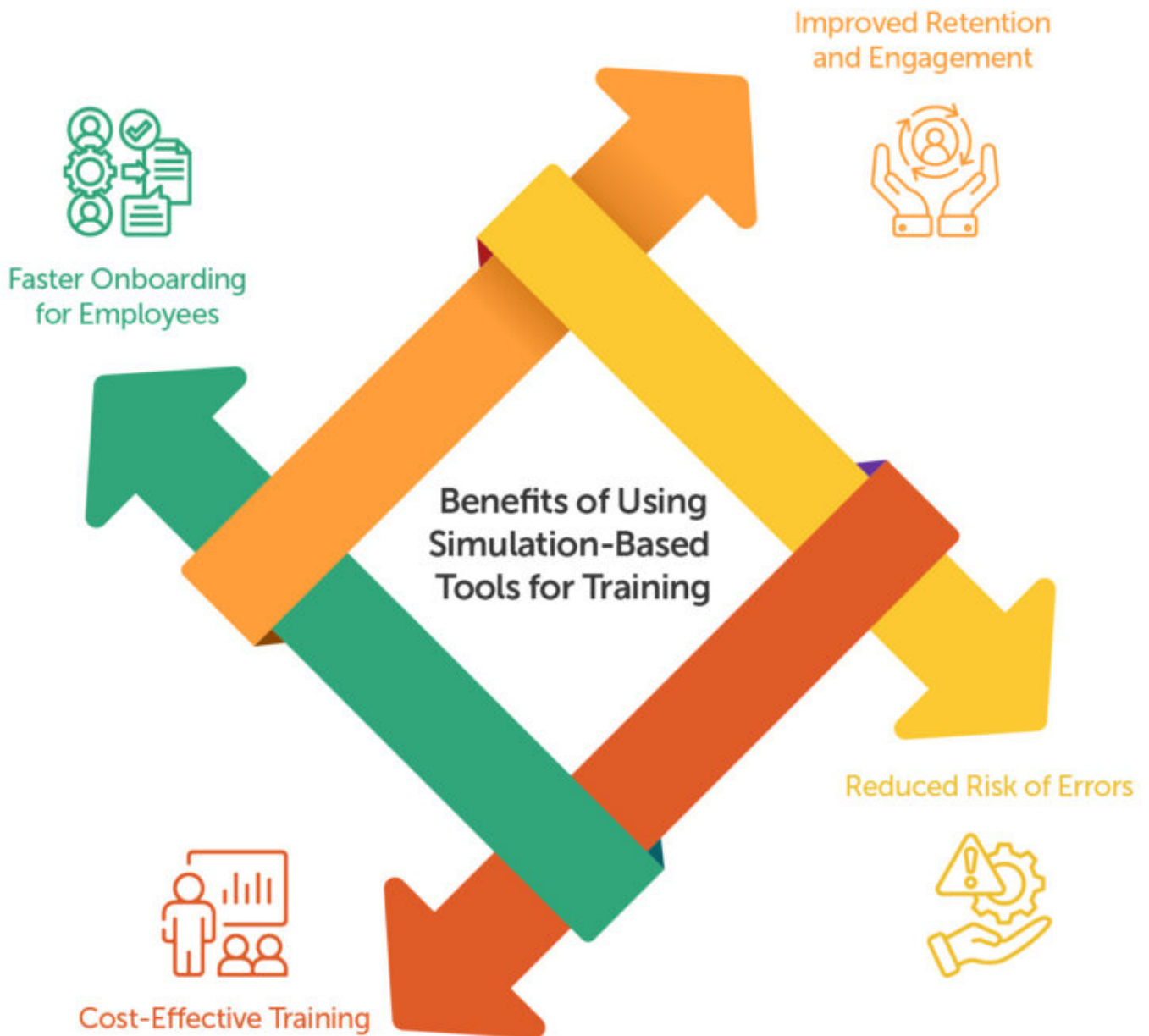
With a dashboard offering complete visibility into the analytics of the training program, you will always be aware of the progress of each individual and the whole target base of learners, as well as the benefits being imparted to the company. Using this information, you can tweak the training program to better fit the requirements of both employers and employees and create a better learning experience.

**Eager to know more about the salient features of Assima Train?
Then talk to our experts.**

[Contact Us](#)

Benefits of Using Simulation-Based Tools for Training

[Simulation-based training tools](#) are one of the best ways to ensure that your target learners get a hands-on learning experience that they can apply effectively in the field. Some of its many advantages include:



Improved Retention and Engagement

Simulation training is proven to have a better effect on memory, retention, and recall of information than traditional training methods. The immersive nature of simulations allows learners to live through the scenario so that all they have to do is recall that experience when working on the live system for accurate application of knowledge.

Reduced Risk of Errors

The experiential consumption of knowledge in simulation training ensures that actions that cause errors and decisions that lead to the intended effect are embedded in the minds of learners. As a result, they are far less likely to make mistakes when they are working on the live

system, improving productivity and problem-solving skills.

Cost-Effective Training

Simulations may have a higher upfront cost but in the long run, the returns they provide are worth it. With the right tools, you can easily update and reuse simulations, allowing you to use them to train different versions of the target software. You can easily repurpose them without having to re-record them from scratch.

Faster Onboarding for Employees

Simulations combine the knowledge consumption and application steps of learning, thus shortening the learning period manifold. Employees can start working on the live application as soon as it rolls out, completely bypassing the downtime that results from this shift when using traditional learning methods.

Strategies for Implementing Digital Transformation Training

With a solid plan, flawless implementation, and the right tools, digital transformation training can be as smooth as butter. While the detailed planning is left to the experts, you can ensure that the broad steps follow the order below:

Step 1

Derive the key goals and objectives of your organization that you plan to fulfill with the training program.

Step 2

Identify the skill gaps and training requirements of the target employees or teams seeking digital transformation training.

Step 3

Develop role-specific, simulation-based training content tailored to the needs of both the organization and the workforce.

Step 4

Utilize the power of analytics to monitor and improve training outcomes while improving the learners' experience.

Step 5

Ensure regular updates to training materials based on the ever-changing market needs and the progress of the learners.

[Read about these steps in more detail here.](#)

Real-Life Success Stories with Assima

When the Caisse des Dépôts wanted to create learning materials for 1100 agents across France to train them in 10 applications, Assima was the company that helped them achieve this ambitious goal. Not only were the learners highly satisfied with the training but there was also a significant rise in user productivity detected while bringing down maintenance costs. Find out more about it [here](#).

They are not a solitary instance. UK insurance company RSA had a similarly lofty goal of training 750 employees in just 12 months without exorbitant expenses. With Assima, they were able to save £300,000 per year in training costs, reduce the average training time by 30%, and deliver training content 60% faster. This is no mean feat, and [here's](#) how we did it.

Conclusion

Good digital transformation training can be the difference between streamlined, efficient running of a company versus disorganized, jaunty operations. If you do not want to fall victim to the latter, you must make a wise choice when picking a training system for your workforce. Without blowing our own trumpet, we recommend the Assima Train platform for various reasons, the proof of which is there for you to see.

Don't just take our word for it. See first-hand how Assima revolutionizes training.

[Read Factsheet](#)