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# How to Train Your Workforce for Digital Transformation: A Guide with Assima

## Introduction

[Digital transformation](#) is happening at a swift pace across the world as more and more organizations are realizing the potential to achieve their goals more easily with technological support. A [survey by Deloitte in 2020](#) revealed that digitally mature companies were far more likely to bring in revenue, ensure better service quality and customer satisfaction, experience higher growth and innovation, achieve sustainability goals, and improve employee engagement.

However, true digital transformation does not just mean implementing digital solutions in your organization. To be truly tech-savvy, one must ensure that these solutions are being utilized to the fullest degree. One important aspect of that is to ensure that your workforce is properly trained and made ready for these changes. Otherwise, no matter how innovative these digital changes may be, they won't have any positive impact on your numbers. Workforce digital transformation is just as important as implementing cutting-edge solutions in your operations and systems.

[Assima Train](#) has been hailed as the perfect tool to bridge the gap between digital technology and your employees. Our technology is built to be user-friendly for both [L&D](#) executives as well as the employees being trained. If you are looking for effective [workforce training for digital transformation](#), adding Assima Train to your toolbox is a great place to start.

## Would you like to know more about what we offer?

TALK TO AN EXPERT

## Why Workforce Training is Crucial for Digital Transformation

[Digital transformation](#) without proper workforce training either leads to serious roadblocks or a completely failed endeavor. After all, digital transformation is for the convenience of the people and if they feel more intimidated by it than supported, there is no point to it. Here are some issues workforce training for digital transformation solves.

### Prepares Employees for New Technologies and Workflows

Digital transformation training programs are a great way to demystify technology and allow employees to get rid of their fears about using digital solutions. Trying something new will inevitably cause mistakes and fumbles but that can be reduced or even completely removed simply by providing prior training.



## **Reduces Resistance to Change and Improves Productivity**

Consistent employee training for digital change can help them get less resistant to the idea of adopting newer technologies in the workplace. As people get more accustomed to digital tools, they become less reluctant to utilize these tools and realize that they can make their lives much easier. This helps improve productivity and bring about positive change.

## **Solves Low Adoption Rates and Operational Disruptions**

Even if you are successful in overcoming workforce resistance to change, adoption rates for technology may still remain low if the users are not adept at handling the workings of the digital tools in question. Even if you could raise the adoption rate, attrition will prevail or there would be excessive downtime, unless proper training is imparted.

## **Challenges in Digital Transformation Training**

Workforce digital transformation training does pose a [number of challenges](#), that, unless

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addressed, can lead to failure. This includes:

## **Diverse Skill Levels Among Employees**

Most large corporations have a massive workforce presenting immense diversity. Their skill levels too would be spread over a wide spectrum. Utilizing a one-size-fits-all training methodology would fail in such a case. However, most conventional corporate training for new technologies like classroom training and guidebooks are too uniform to effectively accommodate a diverse workforce.

## **Resistance to Adopting New Tools**

Humans, by nature, are resistant to change, especially if it involves something that is new and unfamiliar to them. This includes technological innovations too. You are bound to face pushback when introducing new technologies to the workplace, especially if the majority of your workforce is made up of people from the older generations who did not grow up in the digital age.

## **Time And Cost Constraints of Traditional Training**

Traditional training requires a lot of people, effort, and resources to deploy. This ends up costing a lot of time and money and becomes a burden on the organization. Even if you try to economize or cut corners, it will hardly make a difference. If anything, it will impact the quality of the training you are providing for your employees.

But the verdict is not all grim. Just as the technology you need to train for has evolved, so has the technology to train with. Many highly efficient, cost- and time-effective solutions are available in the market that can help you overcome these challenges. These solutions are not only scalable but also customizable, allowing you to cater to your entire workforce without any compromises.

**Assima might just be the solution that saves your day. Find out how we can do it right here.**

Watch Video

## **Features of Assima That Revolutionizes Workforce Training**

Assima introduces a highly innovative way to deal with the common challenges and roadblocks of workforce training for digital transformation. It possesses a range of features targeted to make corporate training a fun experience rather than a scary or boring one. We shall now discuss the [Assima Train platform features](#) that redefine the powers and limitations of workforce training:

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## Editable Simulations

Assima Train can help you achieve simulation-based workforce training using its [4X patented cloning technology](#) that allows you to create hyper-realistic, highly interactive simulations of nearly any application, including homegrown ones. These clones perfectly emulate the original software in terms of action and reaction. Since these clones are object-based, you can customize them down to the smallest detail.

## Localized Content

[Assima Train can help produce content in multiple languages](#) without having to recapture the system process every time. When using tools that create screenshot-based simulations, one must capture the same lesson deployed in different languages to get translated content. However, Assima bypasses that completely – all you have to do is activate translation on a lesson captured once and you obtain versions of it in different languages without the need to rework or recapture them.

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## Risk-Free Environment

The Assima clones are completely disconnected from the live system, and you can also anonymize the data with a simple step. This provides a completely safe environment for users to learn and practice new skills. Any errors made would not be reflected in the actual system, allowing learners to be more confident in decision-making and critical thinking. It is the perfect platform to provide digital upskilling for employees.

## Role-Specific Modules

You can easily create different modules of the same lesson based on different roles and responsibilities due to the easy editing feature of the simulations. Moreover, you do not have to enforce these changes in every instance of the lesson as changes made are reflected across all the instances of the module. This allows you to easily tailor lessons for individual employees and provide role-specific digital transformation training.

## Seamless Integration

Assima is highly compatible with most enterprise software. Be it [ERP](#), [CRM](#), [HCM](#), [EHR/EMR](#), or a [homegrown application](#), Assima can clone it with the utmost accuracy. You can even connect it with most legacy or custom software, which gives you the advantage of not having to accommodate unnecessary changes to use Assima Train. It is a one-stop solution to train your staff in any software you are looking to introduce.

## Scalability

Most organizations that need to employ workforce digital transformation training usually operate on a large scale. As a result, they inevitably need scalable training for enterprise software usage. The solution they use must be easily scalable so that they can quickly adapt to the needs and changes associated with a diverse workforce. Being compatible with cloud technology, you can quickly deploy training in any corner of the world with a device and an internet connection.

## Analytics

It can be difficult to measure or quantify the success of any training program that uses interactive learning for digital onboarding, like Assima. After all, there are many independent as well as interconnected variables involved in this process that must be taken into account. That is why Assima Train comes with a built-in analytics dashboard that allows you to track the progress of individual learners, down to a single click or input.

## Benefits of Simulation-Based Learning with Assima

Assima utilizes life-like [simulations to help train employees](#) in a realistic, immersive environment. This has many advantages like:

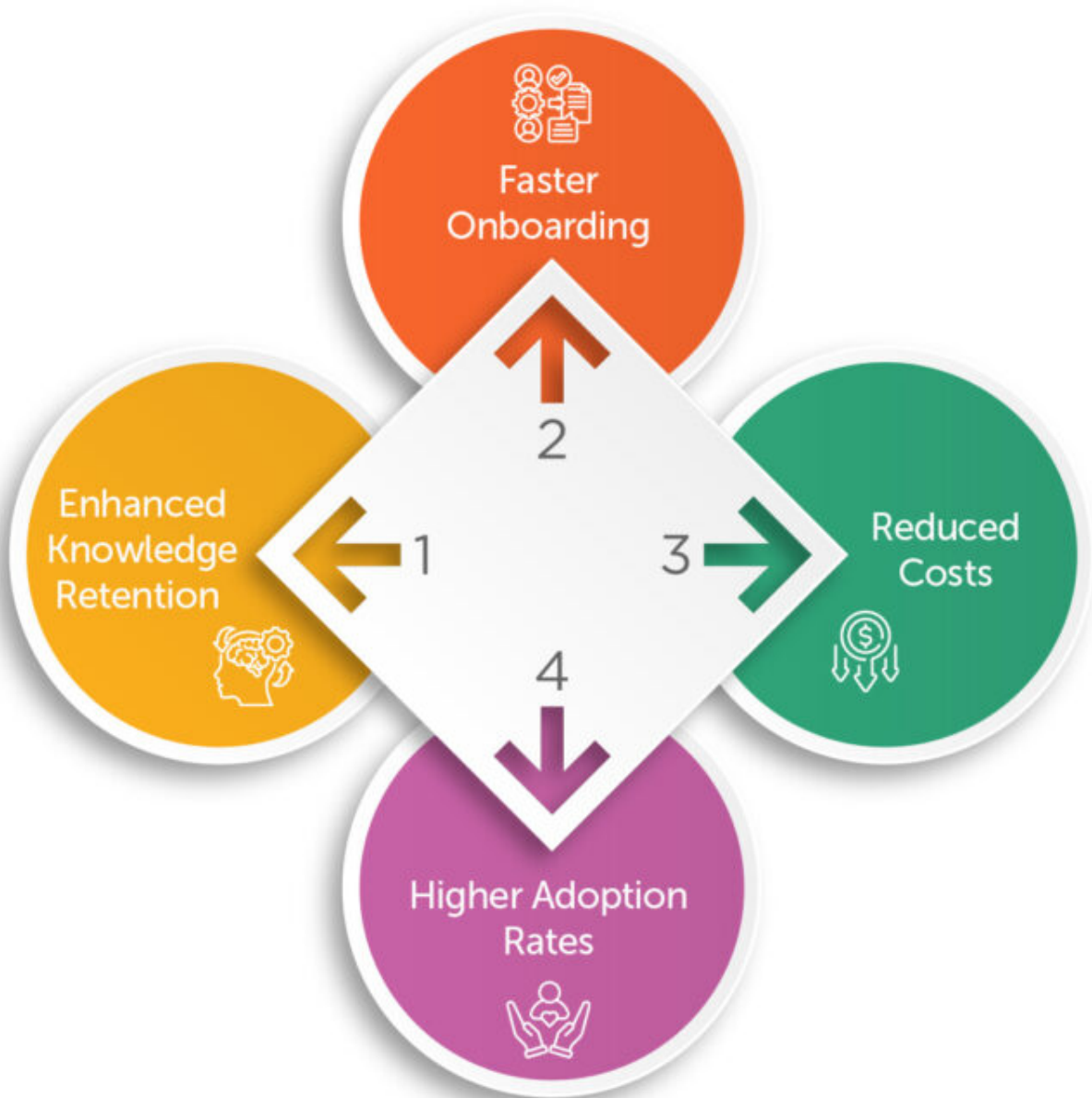
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## 1. Enhanced Knowledge Retention

Learning through simulations has been proven to ensure higher knowledge retention. By allowing learners to instantly apply the information they consumed in a true-to-life setting, they remember how to do things much better than if traditional methods were used.

## 2. Faster Onboarding

Simulations help employees learn faster and become completely familiar with the system. As a result, they are able to start using the live system much more quickly, which saves a lot of time and results in speedy onboarding.



## 3. Reduced Costs

Another benefit of using Assima simulations is that they are easier to create, update, and maintain. You bypass the need for designing dedicated training environments and maintaining their data, which expends a lot of time and effort.

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## 4. Higher Adoption Rates

Simulations are more effective in engaging the learner and teaching them how to use the system. They become accustomed to the software and confident in using it. This results in higher adoption rates and lower attrition.

## Steps to Implement Effective Digital Transformation Training

Workforce digital transformation, if done intelligently, can produce better results than if done without a solid plan.

### Follow these steps to ensure it meets your expectations:

**Step 1: Assess skill gaps and training needs** - Carefully survey the employees who need to be trained to understand where gaps lie in their skillset and what their needs and preferences for training are.

**Step 2: Define clear training objectives** - Understand clearly what your organization is trying to accomplish with the training program. Make sure that your digital transformation training program is designed to fulfil these objectives.

**Step 3: Implement Assima Train for role-specific learning** - Consult with experts at Assima to choose and design a suitable training program for your employees. Ensure that it fits their roles and responsibilities correctly.

**Step 4: Monitor progress with analytics tools** - Use robust analytics tools and KPIs to track the progress of your employees and ensure that they are improving their skills as expected on their learning journey.

**Step 5: Gather feedback and make iterative improvements** - Ensure that you take constant feedback on the training program from your employees and implement them to enhance the quality of the training and adapt to changing needs.

If you want to know [how to implement digital transformation using a systems training platform in detail, read this.](#)

## Real-Life Examples of Training Success with Assima

Assima has a brilliant track record of helping multinational companies streamline their training process with our innovative tools and platforms. One great example is how Sodexo optimized training for the tool Click'n Buy using Assima Train and allied technologies. With Assima's assistance, the adoption and usage rate of the tool on rollout exceeded expectations and improved progressively from there on. Moreover, productivity was also through the roof, and helpdesk calls were much lower than before. [Read more about how we helped them achieve this feat](#) here.

Sodexo isn't alone. When RSA was in a rush to implement a new underwriting system, Assima was there to help them get the impossible done. Assima delivered solutions that solved most of their time issues. Not only was training content delivered 60% faster but average training time was also reduced by 30%. But that's not all. We also helped them save £300,000 per year on training costs. [Want to know how we accomplished it? Click here.](#)

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## Conclusion

Without suitable workforce training for digital transformation, you cannot expect to see any significant progress in the technological state of your workplace. The best way to do so is to choose a solution that effectively delivers a learner-friendly, risk-free environment for users to develop and test their skills. Assima Train is one of the pioneering products in this respect, with highly scalable solutions that can be tailored to the requirements of any industry, department, role, and responsibility. If you want your digital transformation plans to be foolproof, Assima is the way to go.

**See for yourself how Assima can take your digital transformation efforts to a whole new level.**

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