**PROPOSAL**

**SUCCESS OF LEARNING MANAGEMENT SYSTEM**

**GRATHAM UNIVERSITY**

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# About Project

Learning management system is deployed at GU as a platform for encouraging enhancing learning opportunities for students and staff. It is a software system that delivers courseware and other learning options. Some of the features of LMS are course management, teaching materials, self-assessment tests, communications, student tools like self tests, progress tracking, and bookmarks, student management tools, and learner feedback. Through LMS GU is providing foundation to students to effectively plan their learning needs. It aims to empower student for independence and flexibility by offering self study activities and other type of tools for monitoring progress when student achieves different milestones.

# Importance of Success

While there are different definitions to success, we can say that if a project achieves all agreed upon objectives, it is a success. The software would deliver expected results only when the implementation is successful. LMS links with external resources and provide collaborative tools through which people can access information and share ideas and knowledge. All this is possible when LMS successfully communicates with GU’s internal network or when the software is effectively integrated into GU’s existing systems. If the existing systems fail to accommodate the new system, it would result in loss of resources and time which has been utilized for the project. Hence, success is extremely important when implementing the learning management system.

# Factors Impacting Success

There are many factors- internal and external to the project which can impact its success. Some of the main factors are resources, schedule, scope, budget, communications, training and support.

## Resources

There are huge numbers of courses which have to be migrated and rebuilt into the new LMS. This requires technical expertise in instruction and education along with design staff. Without training or external consultancy such a large scale program may be challenging. Infrastructure is also an input for the project. There are different requirements for coordination and control of different structures which can be challenging for the project team.

## Schedule

There is lot of planning that has to be done for content since it would be the backbone of LMS. Similarly, monitoring and providing feedback is another area where planning is required. Based on the initial planning, project schedule is outlined including the go live timeline. However there could be several changes in the planning like addition of a coursework, using a different feedback system, etc. all of which can impact schedule in a negative way.

## Scope

When the project is planned, a set of assumptions are made for functionality based on which budget and timeline is decided. However it is possible that there are changes in project methodology and procedures which can impact the future planning. It is a big risk for the project and plays’ a greater role in determining success of project.

## Budget

There are many projects which are in progress continuously due to which there is a pressure on the management to allocate budget. Allocation of budget depends on objectives which have to be achieved, impact of the project and timeline. If there are more important projects than LMS, there would be lesser budget amount allocated.

## Communications

Communication is the most important component in a project. It is the interaction of human resources and communication that can make or break a project. Unless there are clear communication channels project cannot be successful. These are upward channel, downward channel and lateral channel. Successful project managers are those who have good communication skills and can outline issues, act on feedback and create harmony in the team.

## Training and support

Post implementation, university’s entire staff and students would need training on the new platform. These are end users of the system and need adequate training. However there could be lack of skilled expertise to provide training. If current environment does not have enough skilled trainers, well trained trainers have to be engaged from different country which means additional cost for project.

Post training too there would be many issues – mostly technical which would have to be addressed by the post support project team.

# Recommendation for Ensuring Success

There are interdependencies in different factors which have to work in favor of the project to make it successful. For ensuring success it is important that success factors are analyzed while the project is in inception stage and followed throughout its lifecycle. Adequate resources should be dedicated to the project. It includes human resources, time and budget.

Enough training material should be prepared to train staff and students and well trained personnel should be engaged for training. A separate support team with requisite technical skills should be formed so that users graduate to new LMS without any problem.

There should be scope control which means that too many changes in scope should not be encouraged. Any change which can have a major impact on project’s success should be approved by management.

Finally project communications should be improved so that project team’s foundation is built and team has timely direction.

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