Product Highlights

Saba Cloud 2016

Autumn Release

SABA®

Saba Cloud Autumn 2016 Release

Let the Saba Cloud Autumn 2016 Release put you in the know! A new Custom Survey tool gives you the power to dig into the details of your talent programs. A new MyOrganization view lets you manage learning no matter your role. Dozens of enhancements are in this release, many sourced from Saba users and customers. Jump on in and see what's in store for you!

All of the customer documentation, training sessions, and additional information can be found on the Customer Community Autumn 2016 Release page.

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1) Saba Pulse 360 Enhancements

Custom Surveys ★ Requested by You!

While the original Pulse Survey tool in Saba Pulse 360 provides a quick, engaging benchmark survey that helps you measure "where are we?" at any given time, the Custom Surveys tool provides an extended survey option that you can use to dig into the Pulse Survey results and get additional information and data about the feedback that you're receiving.

NEW **WHAT'S NEW?** Saba Pulse 360 Administrators can create custom surveys, leveraging the Saba Assessment module, to create a custom survey that leverages all of the features of Saba Advanced Assessments, and enables you to prescribe the survey to an identified group of users using smart lists.

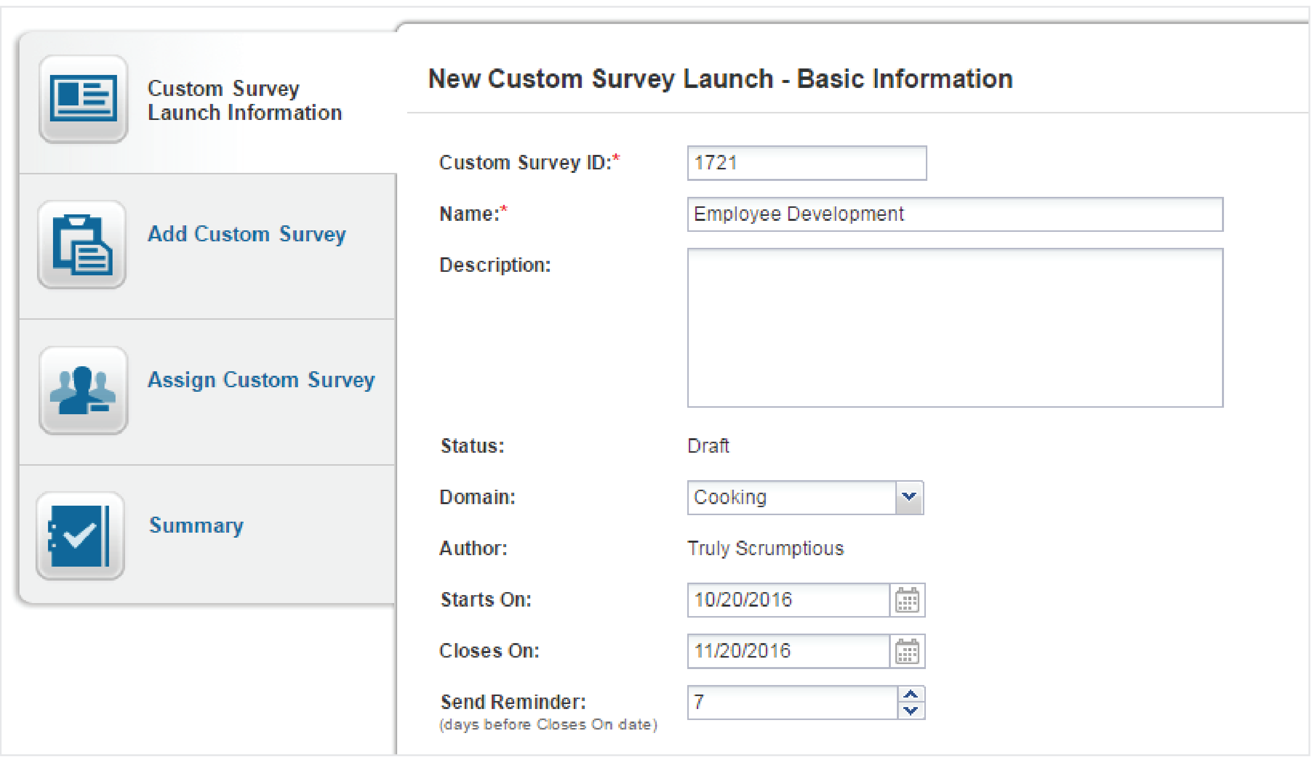


Figure 1. The Custom Survey Launch Information tab

Users are notified of the surveys via a notification and via the Inbox. These surveys can be made completely anonymous, disconnecting the results from the user profile.

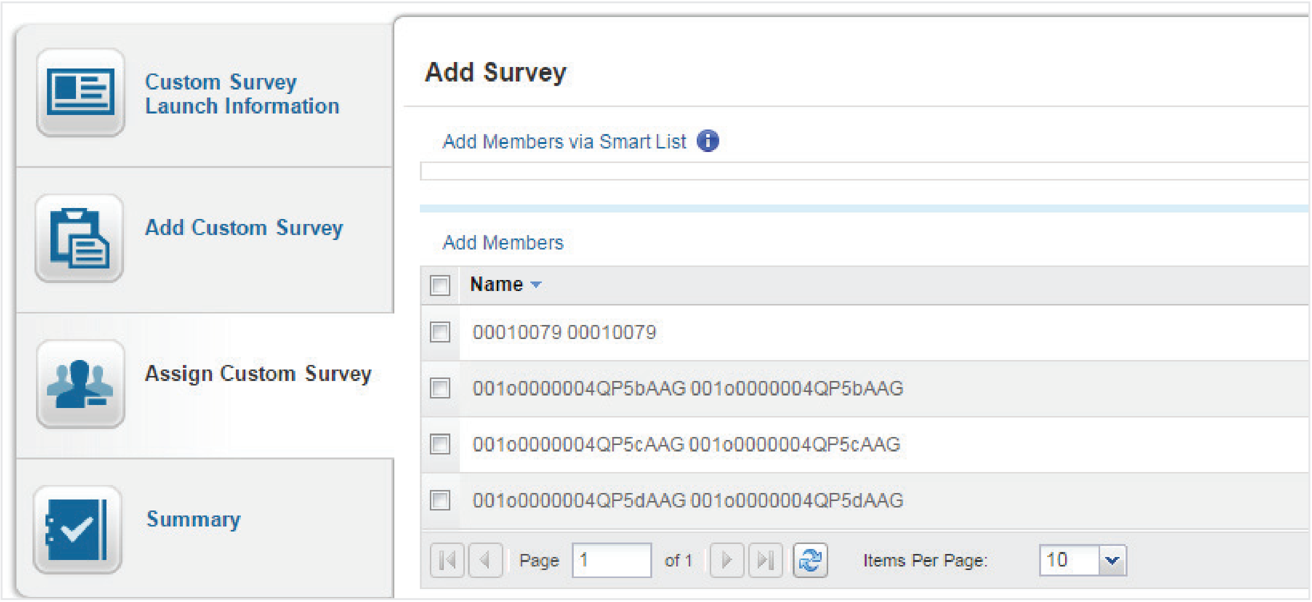


Figure 2. The Assign Custom Survey tab

From the administrator dashboard, administrators can review the results as they come in, reviewing completion rates, and individual question responses. Analytics are available for reporting on the surveys and two out-of-the-box reports are provided.

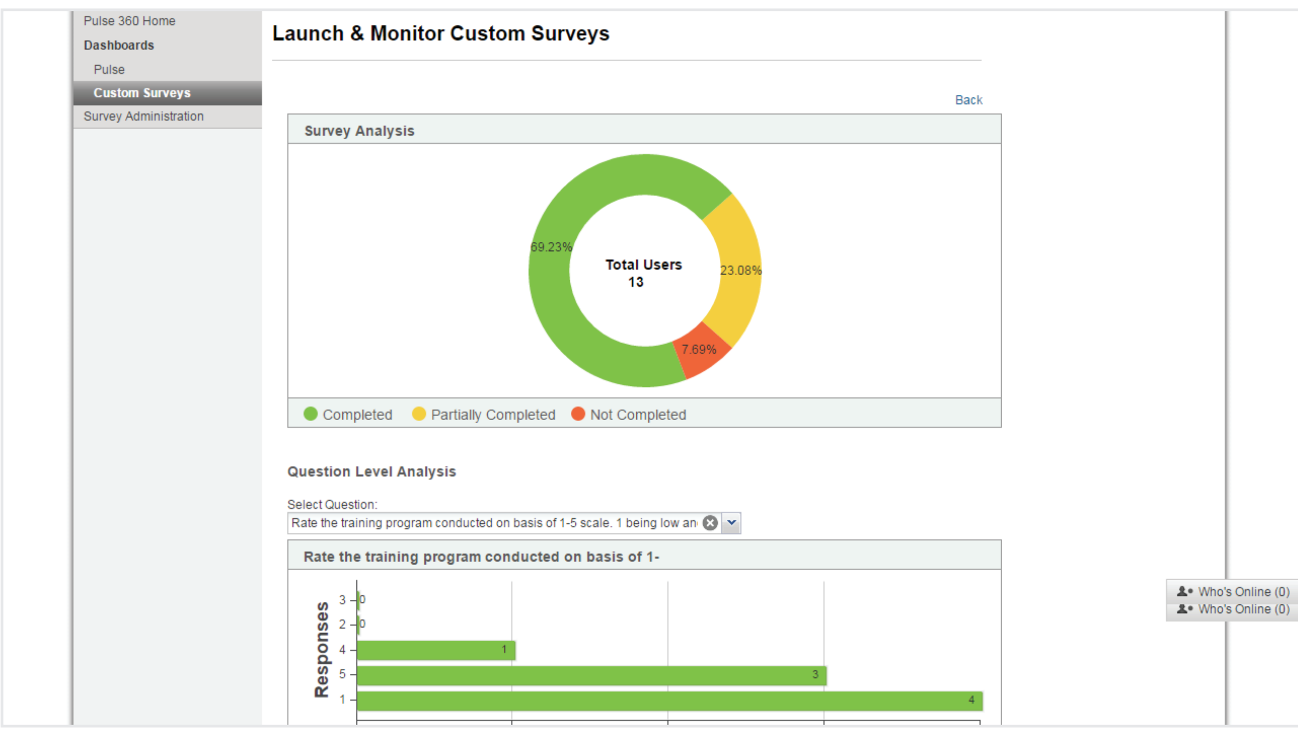


Figure 3. The Custom Survey dashboard

WHAT'S THE VALUE? Custom surveys enable you to leverage the Saba Platform to quickly create, distribute, monitor, and report on surveys to your user base so that you can learn more about what your people are thinking.

2) Saba Meeting

Meeting Express ★ Requested by You!

Many users were not able to use Saba Meeting because it required an installed client or browsers that supported Java-plugins. This limited the usability of Saba Meeting for many people and a lighter client was needed.

NEW **WHAT'S NEW?** Saba has built a new Saba Meeting client called Saba Meeting Express, using WebRTC standards, that does not require Java plugins or an installed client. The new client is available to any user with Firefox or Chrome who is a "participant" in a Saba Meeting (leaders will still require the original client).

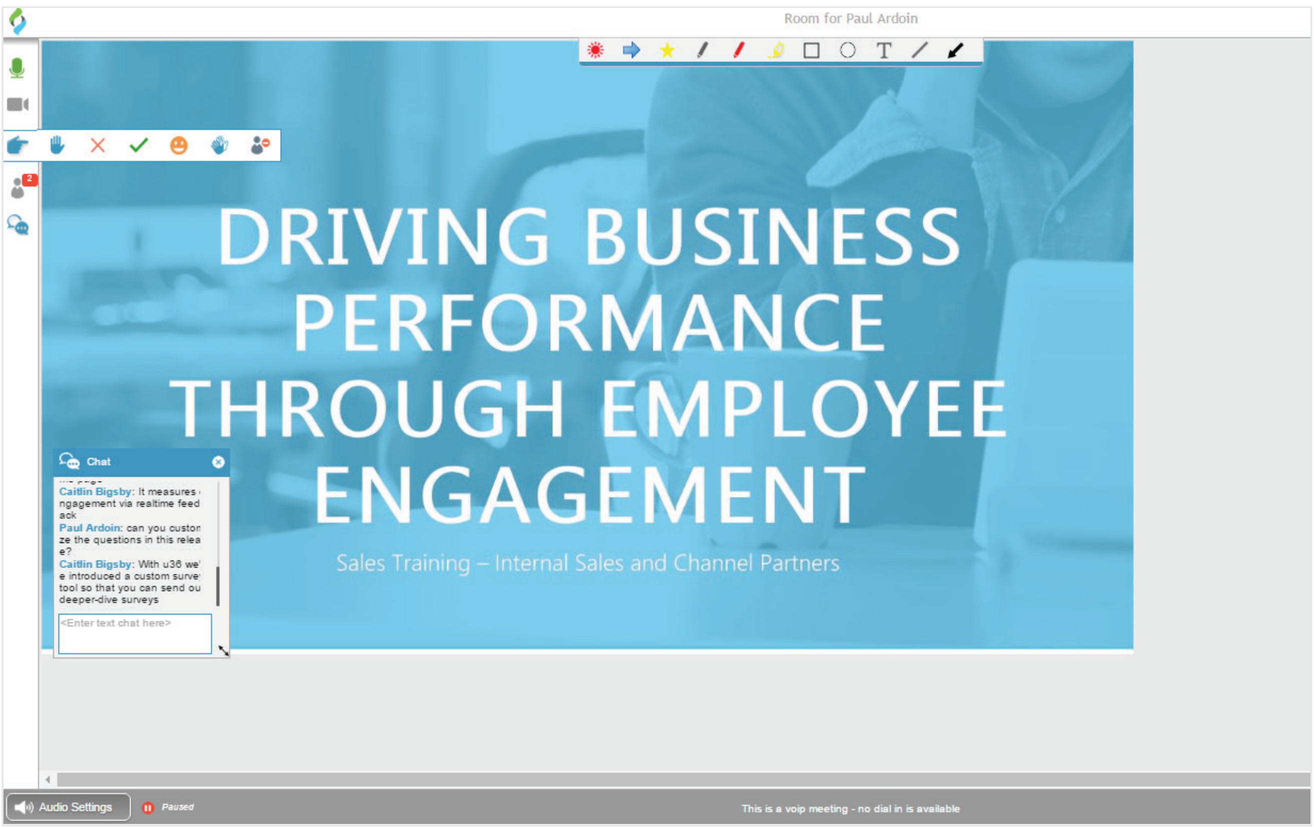


Figure 4. Participate in Saba Meetings without Java or installed client

WebRTC is a free, open project that provides browsers and mobile applications with Real-Time Communications (RTC) capabilities via simple APIs.

Note: As with all Saba Meeting updates, the Express client will roll out independently of the update to Saba Cloud, but very close to the U36 timeframe. You will be notified when your Saba Meeting instance is updated.

WHAT'S THE VALUE? Clients who can't use Java-enabled browsers or a desktop client are no longer prevented from using Saba Meeting and can participate in meetings using Saba Meeting Express.

3) Learning Enhancements

Organizational Learning Manager Assignment, Access, and Visibility ★ *Requested by You!*

It's not always direct managers who manage learning – In some cases, people outside of the reporting structure – or even the company! – have the responsibility to manage learning for those inside the structure or company. In these cases, named individuals need to be able to observe and manage learning activities of the members of that organization – whether it's the learning administrator for one or more franchises, multiple sites, or giving customers their own administrators for your external-training sites.

NEW

WHAT'S NEW? You can now select one or more "Organizational Managers" who will be able to manage all learning-related activities for members of the selected organization. Organizational Managers will be able to review, assign, and monitor status of training, among other functions from the My Team dashboard that's currently available to managers.

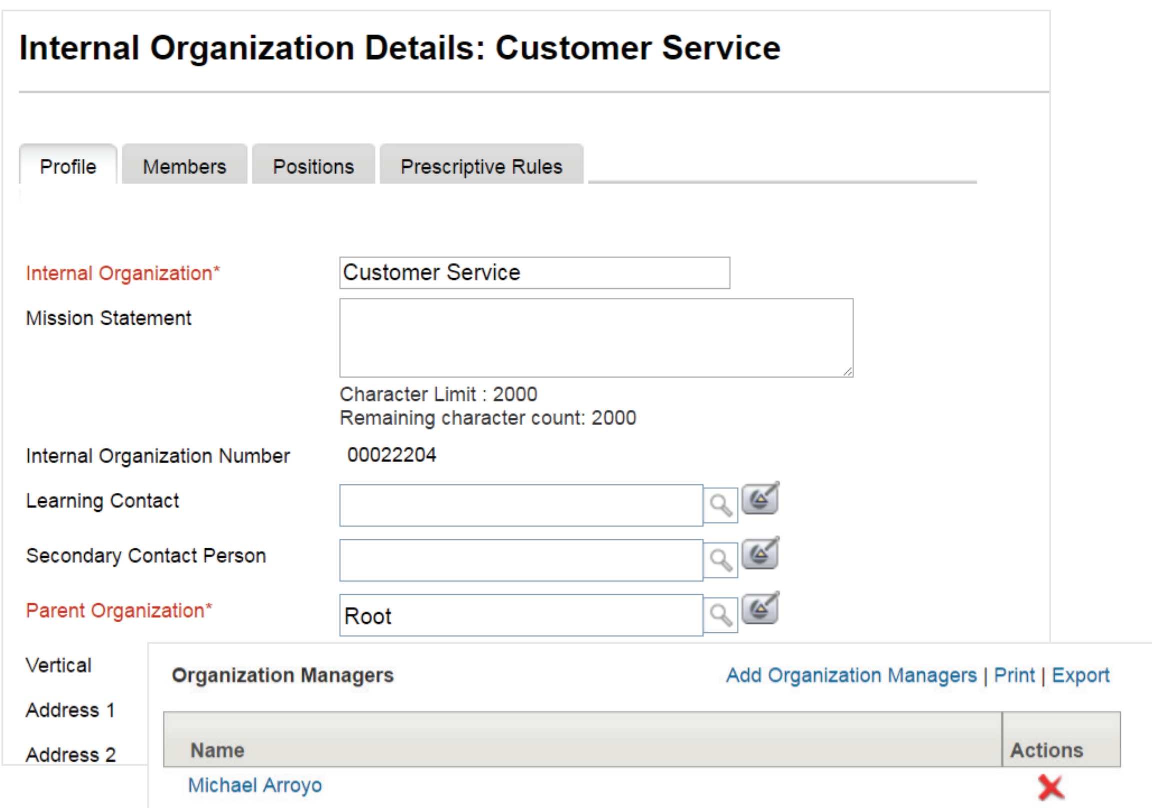


Figure 5. Name one or more Organization Managers to manage learning

WHAT'S THE VALUE? The Organizational Manager feature enables you to assign a centralized person to administer and monitor learning for one or more organizations from the easy-to-use My Team dashboard. This offers you much greater flexibility for training oversight and management.

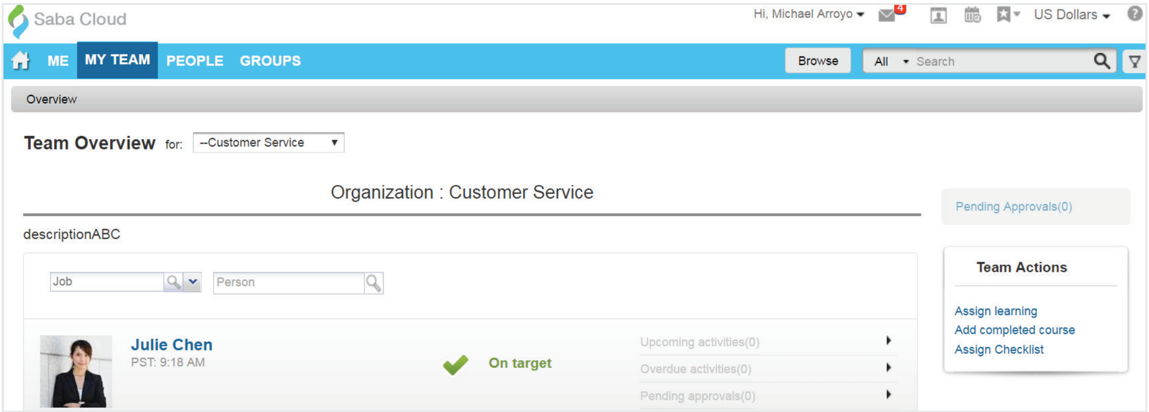


Figure 6. From the My Team Menu, the Organization Administrator Selects which Organization to Review and Take Learning-Related Action On

Removing Discontinued Courses from Plan ★ *Requested by You!*

When administrators discontinue a course, there hasn't been a mechanism to automatically remove that course from the plans of learners, which has allowed plans to get cluttered with outdated learning.

NEW **WHAT'S NEW?** Recognizing the need to effectively manage the catalog and keep the My Plan page relevant, we've added the option to take action on assigned courses and classes when you discontinue a course.

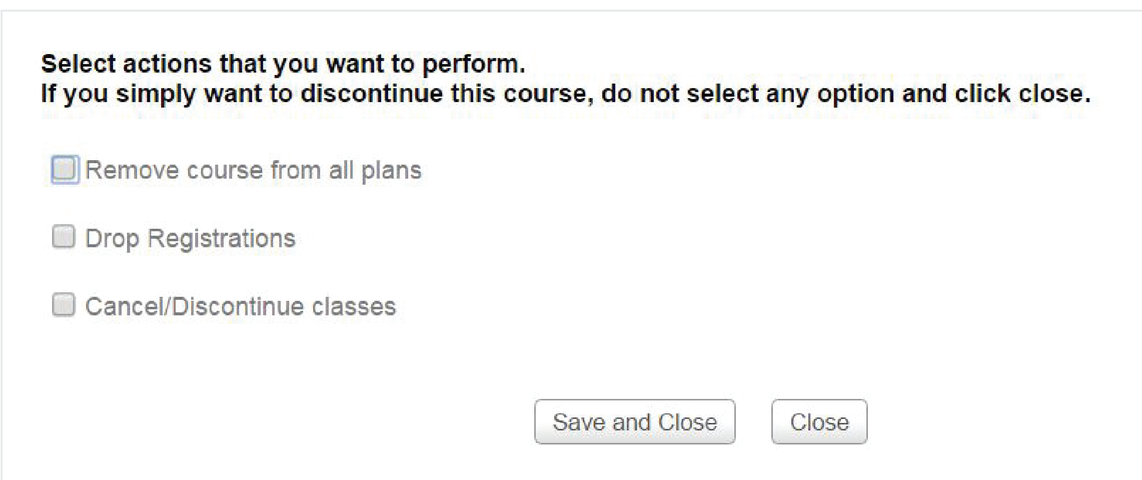


Figure 7. When you discontinue a course you will be able to choose How to Manage Existing Classes and Assignments.

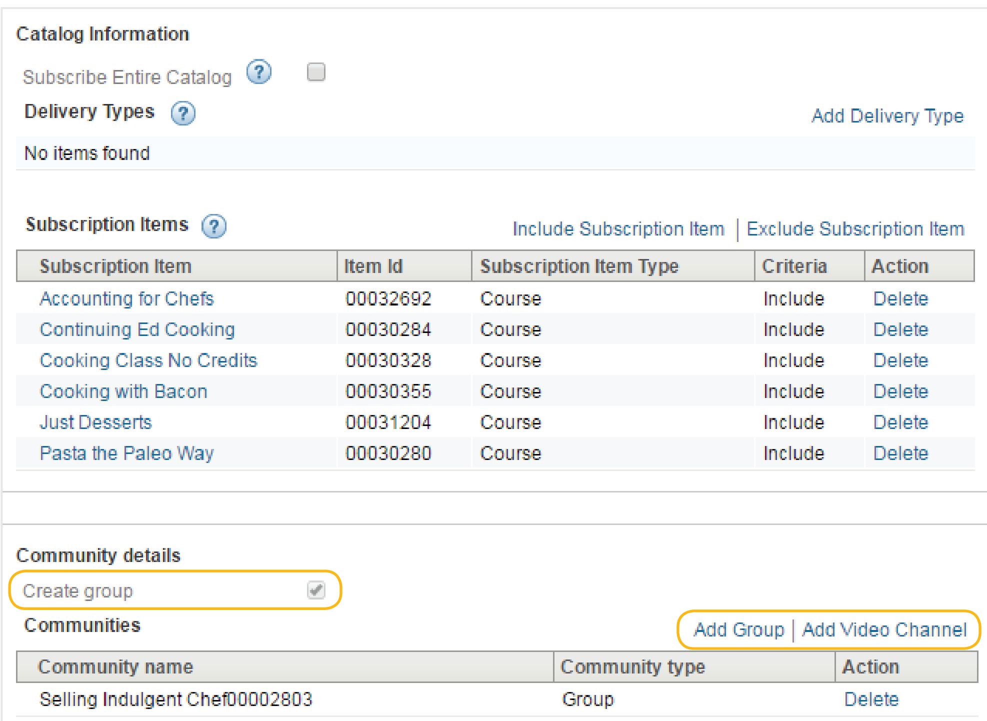
WHAT'S THE VALUE? This one-step process enables you to better manage your catalog by discontinuing classes at the same time you discontinue a course, and making sure that only relevant, current training is on users' training plans.

4) Ecommerce Enhancements

Include Groups and Videos in Subscriptions ★ Requested by You!

Subscriptions are a popular way to bundle and sell access to courses. With the advent of informal learning via social channels such as discussions, wikis, files, and videos, it made sense to also offer our customers the opportunity to add value to their subscriptions by selling membership in groups and video channels.

NEW **WHAT'S NEW?** You can now sell access to social resources using subscriptions by including Groups and Video Channels in your subscription. You can then use these groups to offer access to special content, such as expert-access, job aid repositories, and unique videos. You can choose from existing groups or create a group specifically to associate with a subscription.



Catalog Information

Subscribe Entire Catalog

Delivery Types — Add Delivery Type

No items found

Subscription Items — Include Subscription Item | Exclude Subscription Item

Subscription Item	Item Id	Subscription Item Type	Criteria	Action
Accounting for Chefs	00032692	Course	Include	Delete
Continuing Ed Cooking	00030284	Course	Include	Delete
Cooking Class No Credits	00030328	Course	Include	Delete
Cooking with Bacon	00030355	Course	Include	Delete
Just Desserts	00031204	Course	Include	Delete
Pasta the Paleo Way	00030280	Course	Include	Delete

Community details

Create group

Communities — Add Group | Add Video Channel

Community name	Community type	Action
Selling Indulgent Chef00002803	Group	Delete

Figure 8. Add groups or video channels to subscriptions to add value with social content

WHAT'S THE VALUE? Broaden the appeal and value of your subscriptions by including access to specialized groups and video channels.

Invoice Me Approvals and Notifications ★ Requested by You!

With Invoice Me, users have the option of requesting to be invoiced for training so that they could provide payment later, after the order was created. The administrators should determine whether or not users should have a confirmed registration with access to the content. If the order is not confirmed, users should receive a notification with email text that is relevant for an order that is just initiated.

NEW **WHAT'S NEW? APPROVALS** With U36 we're adding controls to this option that enables you to require approval of Invoice Me as a payment method in order to confirm the order, closing the loop on this payment option that enabled users to access the learning content immediately upon order.

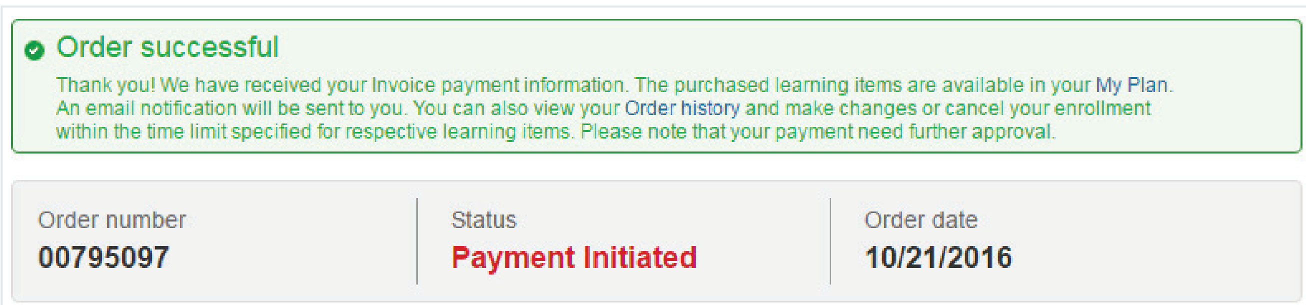
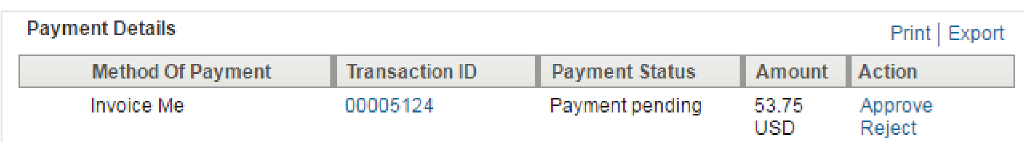


Figure 9. Orders where the selected payment option is Invoice Me can now go into payment initiated status

This new feature includes a business rule so that you can determine if approval is required and a registrar approval workflow when approval is required. Any order that is pending approval for the invoice option will be put in ***Payment Initiated*** status and the content made inaccessible until it is approved.



Payment Details — Print | Export

Method Of Payment	Transaction ID	Payment Status	Amount	Action
Invoice Me	00005124	Payment pending	53.75 USD	Approve Reject

Figure 10. Administrators can approve or reject orders that are made using Invoice Me

We've added two new notifications for when orders are in a Payment Initiated status so that you can use the appropriate wording for these types of orders, such as wording indicating that approval will be required prior to granting content access.

WHAT'S THE VALUE? APPROVALS Delay access to course content until an invoice is paid or until approval is received and send out distinct notifications for orders that are being paid for via a delayed payment method, such as invoicing.

Dynamic Currency Conversion

Maintaining a global catalog is challenging, but particularly so when you're operating in multiple currencies. With this release, we've added functionality that will automatically update converted prices whenever the exchange rate table is updated (assuming that the prices were originally converted by referencing this table.)

WHAT'S NEW? Prices on courses, delivery types, classes, packages, subscriptions, training units, and marketing campaigns will all be updated when you update the exchange rate, either manually or using the RDI tool. The changes will be pushed out to the catalog right up until the moment a user places an item in their cart (meaning that the price of the course in the cart will remain the price that it was when the user opted to purchase it).

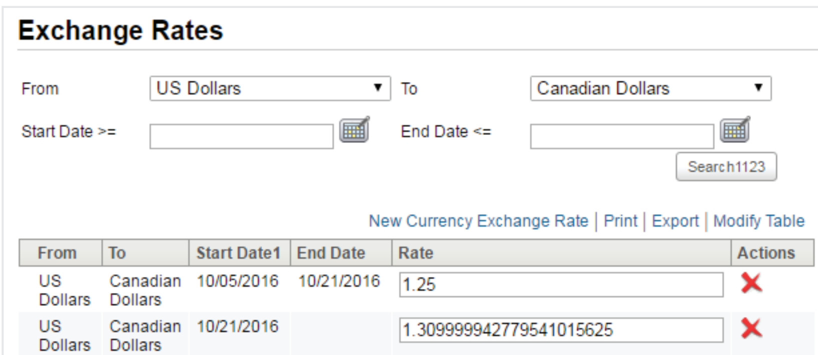


Figure 11. Use the currency exchange rate table to keep calculate currencies in real time

WHAT'S THE VALUE? Keep your catalog prices up to date with current exchange rates simply by updating the Exchange Rate table.

Figure 12. When you update the currency exchange rate, the associated prices are also updated

5) Recruiting Enhancements

Multiple Career Sites

Customers can now create multiple career sites, associate each with a region or group, and brand them independently. This enables you to maintain branding for various job sites that ties back to your sites or regions.

NEW

WHAT'S NEW? Create multiple career sites with unique branding and choose which site to post your job requisitions to so that you can tailor sites to a target audience, including private audiences with an Is Private indicator. Analytics will enable you to distinguish between job sites when you're reporting on applications and users can still view all available jobs from an All Jobs job site or toggle to other available job sites.

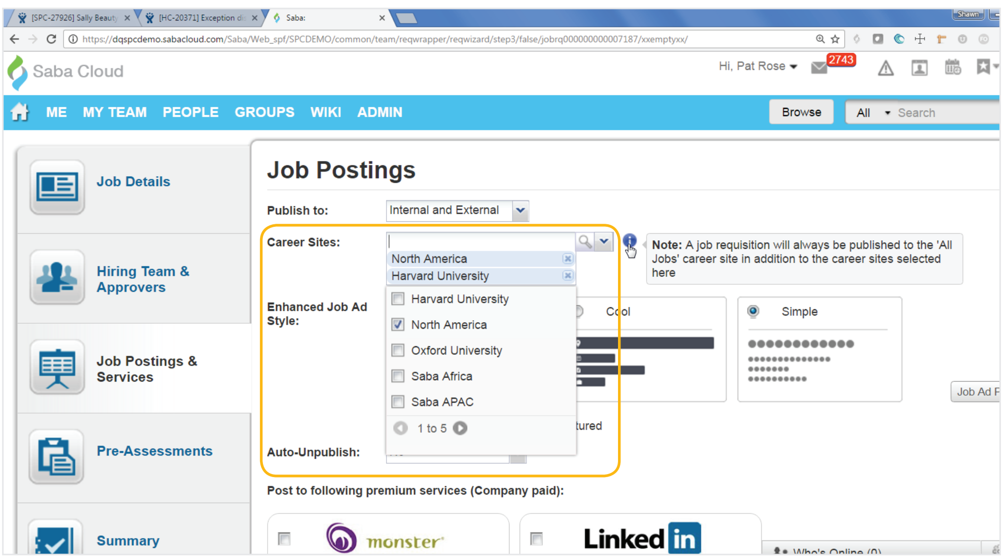


Figure 13. Select one or more career sites to post the job to. All jobs are posted to the All Jobs career site

WHAT IS THE VALUE? Create and tailor career sites to target job hunters in a specific audience or region.

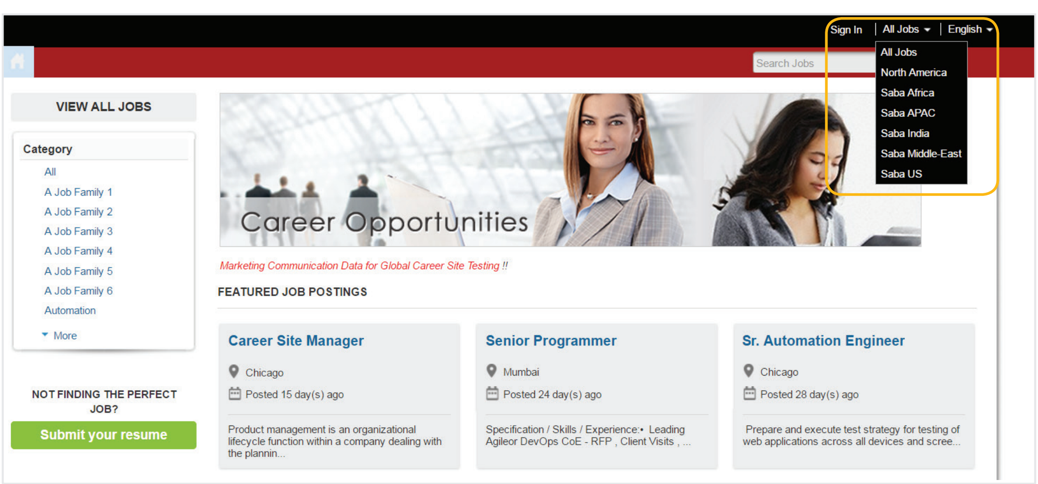


Figure 14. Users can see the career site targeted for them but still toggle to other available sites

6) Analytics

Embed Code

Reports are frequently referenced and shared and sometimes need to be made visible in locations other than Saba. With this release, you can now embed Analytics dashboards outside the Saba application using simple copy paste of embed code generated for any Analytics report.

NEW

WHAT'S NEW? From the report options you can select to Embed a report, and Saba will generate and present the code needed to embed the report in any location that allows html code. You can select any report, dashboard report, or chart to embed. The reports will display for users according to their associated security privileges.

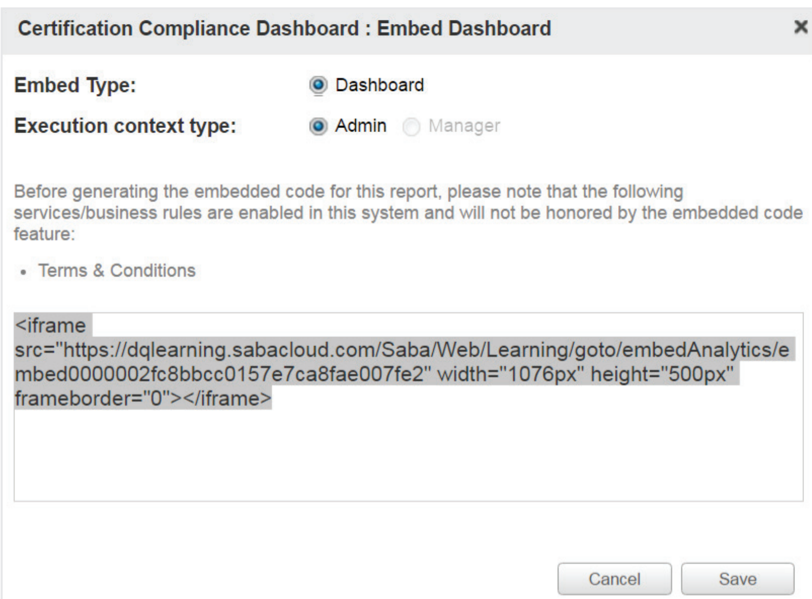


Figure 15. Saba generates the necessary code so you can easily embed reports

WHAT IS THE VALUE? Make popular reports easily visible on portals, or intranet sites using readily accessible Embed code.

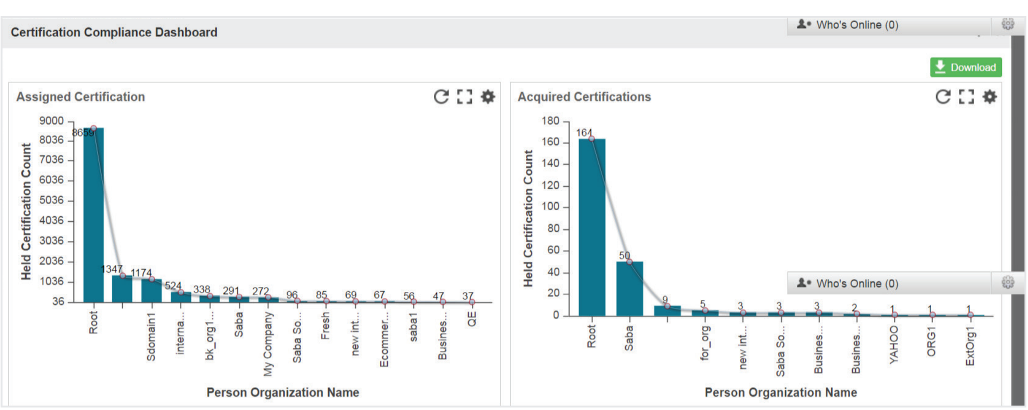


Figure 16. Embed report dashboards in portals outside of Saba

Exception Reporting Framework ★ *Requested by You!*

Sometimes being able to know what hasn't happened is as or more valuable than knowing what has happened. Reporting on a negative (for example, who hasn't completed the safety certification) provides actionable information (the names of the people who need to be reminded that their compliance is at risk). In update 36, we've addressed this need with the addition of an exception reporting framework in Saba Analytics.

NEW

WHAT'S NEW? Exception reporting has posed a challenge because it requires that report on information outside of the recorded facts. For example, the database records who completed a course, not the people who did not complete it.

In update 36 we've created two exception reports, Pending Course Completion and Unassigned Certification, and pre-built seven exception categories so that you can build additional reports. Since these reports do challenge traditional reporting logic, we've also built in an intuitive assist to help you resolve any dimensions or metrics that may interfere with producing the desired reports.

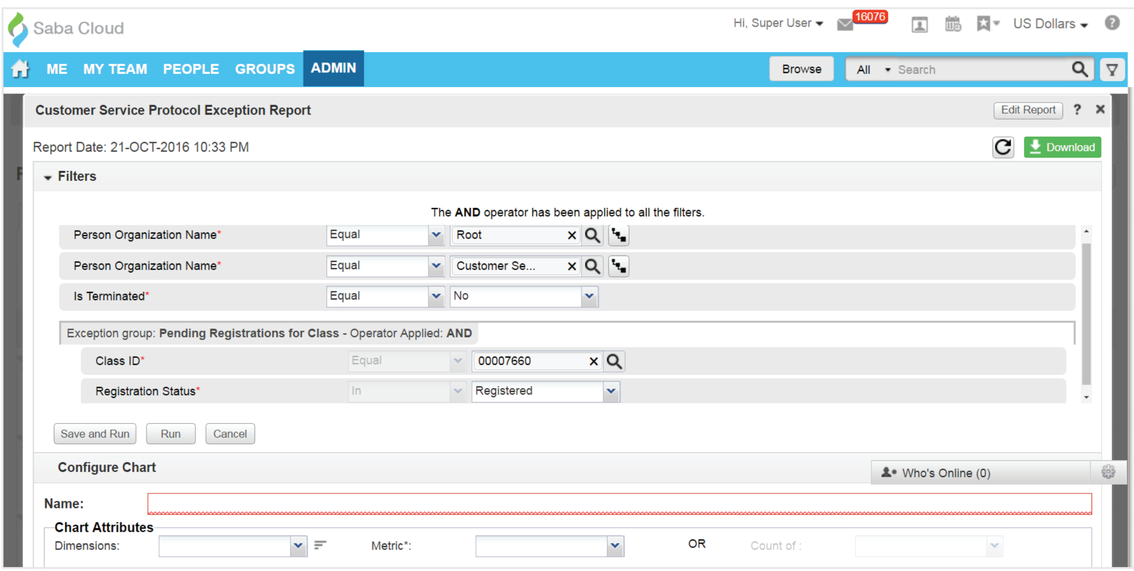


Figure 17. Create Exception reports to report on what hasn't happened

WHAT'S THE VALUE? Exception reports can be used to produce actionable information, such as who is out of compliance or behind in training, and this new framework offers you a new, insightful way of looking at your data.

7) Platform Enhancements

Two-Factor Authentication

There are many reasons to carefully secure someone's access to Saba – for example, users whose training material contains highly sensitive information should pass through additional security before being granted access to that training content. With Update 36 Saba has introduced the option to add a second factor to authenticate users.

NEW

WHAT'S NEW? Commonly, identity is proven through different types of identity factors: something you know, something you have, or something you are. Two-factor authentication allows you to require users to identify themselves using two different identity factors in order to authenticate. This significantly increases login security. In addition to their password or SSO authentication (something they know), users must also request a token (something they have) that is delivered to their email or a mobile app supporting TOTP protocol (for example, Google Authenticator), and enter that unique value. Administrators can configure the expiry period for the generated token as needed. This feature can be applied to only some of your users if the need only applies to a subset of your people.

WHAT IS THE VALUE? Increase the security of your Saba environment by asking select users for an additional authentication method. This can help ensure and enforce that only authorized users access your Saba site and sensitive data stored there.

For more information about the Saba Cloud 2016 Autumn Release

For more information about this release, please visit the Customer Community 2016 Autumn Release page, where you'll find links to many Autumn Release documents and training resources, including:

Additional Release Documentation

- Saba Cloud 2016 Autumn Release: What's New—This document includes a complete index of all new features, technical details, and deep-dive information about each update/addition within the release. This document serves as a comprehensive release reference for technical and platform administrators.

Release Training Webinars (recordings and slides):

- What's New? A High-Level Overview—The perfect session for business leaders! This high-level session is less technical and focuses on how you can get the most value out of the key features in the release.
  - Full recorded session
  - Presentation slides
- Customer Training: Learning—This session focuses on new updates and improvements for Saba's learning functionality.
  - Full recorded session
  - Presentation slides
- Customer Training: Analytics, Platform, and Succession—This session focuses on the updates and improvements you'll find within the Saba Cloud platform and analytics capabilities, as well as improvement to the Succession application.
  - Full recorded session
  - Presentation slides
  - FAQ

Saba delivers a cloud-based Intelligent Talent Management™ solution used by leading organizations worldwide to hire, develop, engage, and inspire their people. Intelligent Talent Management uses machine learning to offer proactive, personalized recommendations on candidates, connections, and content to help your employees and organization lead and succeed.

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