

Product Highlights

Saba Cloud

Update 41





Welcome to Saba Cloud Update 41!

At Saba, we are committed to building transformational talent management solutions to help your people and your business thrive. The latest capabilities from Update 41 have been designed to help you evolve and modernize your learning strategies and create a more interactive and engaging environment for your learners. This update also supports GDPR, so that you can be sure that you will be able to meet the requirement of the new regulation. We are proud to share that 24% of the release updates for U41 were requested by you, in our customer community.

You can find more information on this release as well as customer training sessions on the [Saba Cloud U41 page](#) in the Saba Customer Community.

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1) Saba Video **NEW PRODUCT!**

Research shows that employees are significantly more likely to watch a video over reading a document or webpage. Users not only prefer video content but also retain it better because it is alive, inviting, familiar, and engaging.

With Update 41, we are excited to introduce Saba Video, an add-on to Saba Cloud, which extends our video capabilities with easy uploads, greater security, enhanced administration and tracking, and a smoother user experience. More security for you means less hassle for your employees.

Saba Video is mobile-friendly and is seamlessly integrated with Saba Cloud, enabling you to take advantage of attention-getting video for a tremendous knowledge-sharing experience in one solution.

Upload Videos

When you add Saba Video to your solution, you and your users can upload video content directly to Saba Cloud for both collaborative, informal consumption, and as formal learning content.

Uploaded videos make for a more accessible and fluid learner experience as it is streamed for the various device and bandwidth requirements. With streaming, learners experience minimal buffering even if the video is large. Within Saba Cloud courses, video content will stream effortlessly with no need to download or wrap in SCORM.

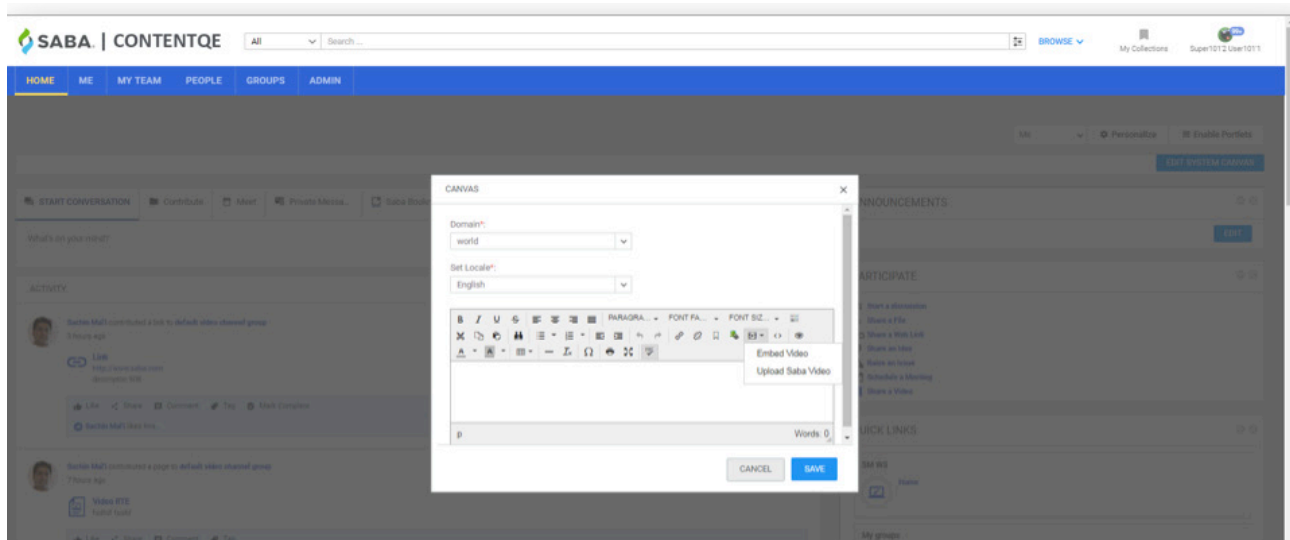


Figure 1: Greet users with a video message from the CEO or the video of the day when you upload videos directly to the Canvas.

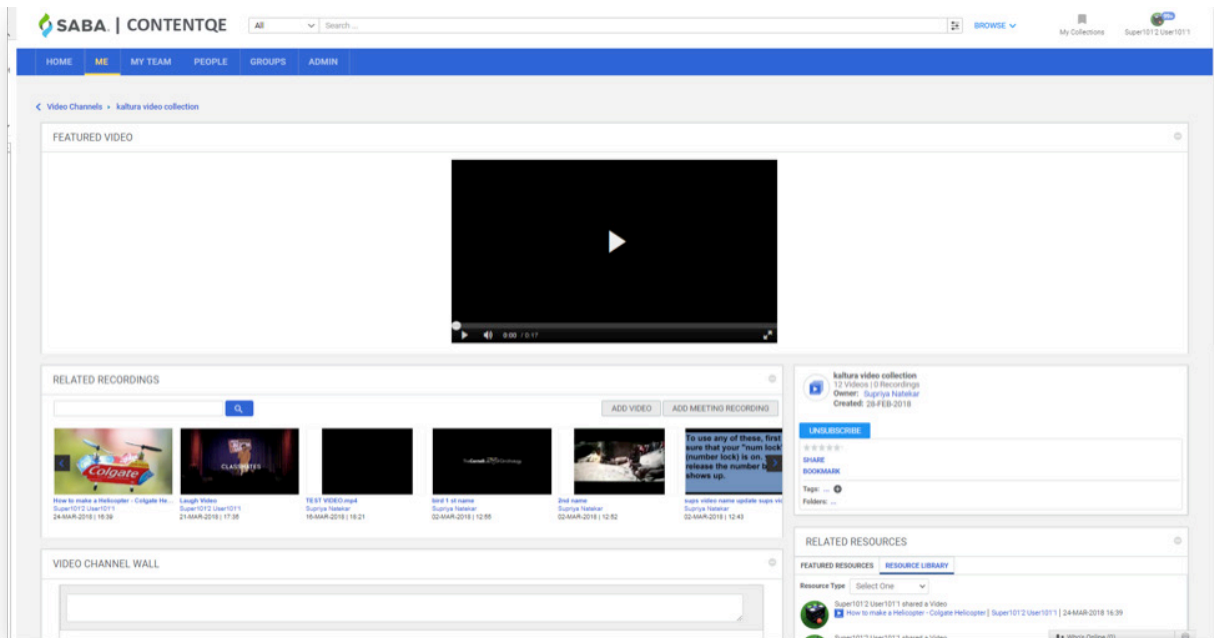


Figure 2: Create specialized video channels with uploaded videos.

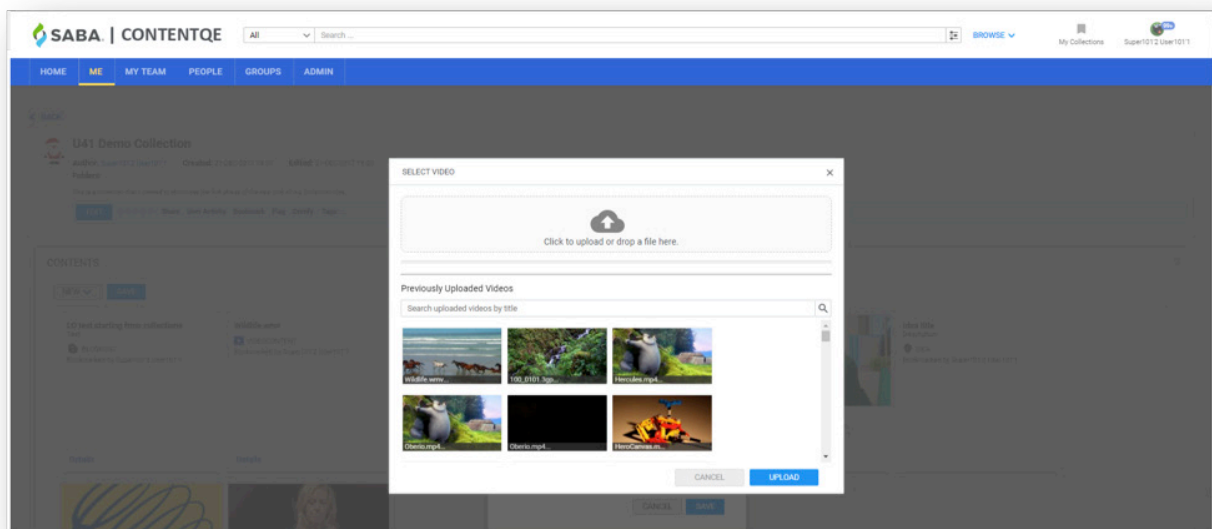


Figure 3: Drag and drop shared videos in collections to organize into de-facto curriculum or arrange with other shared content.

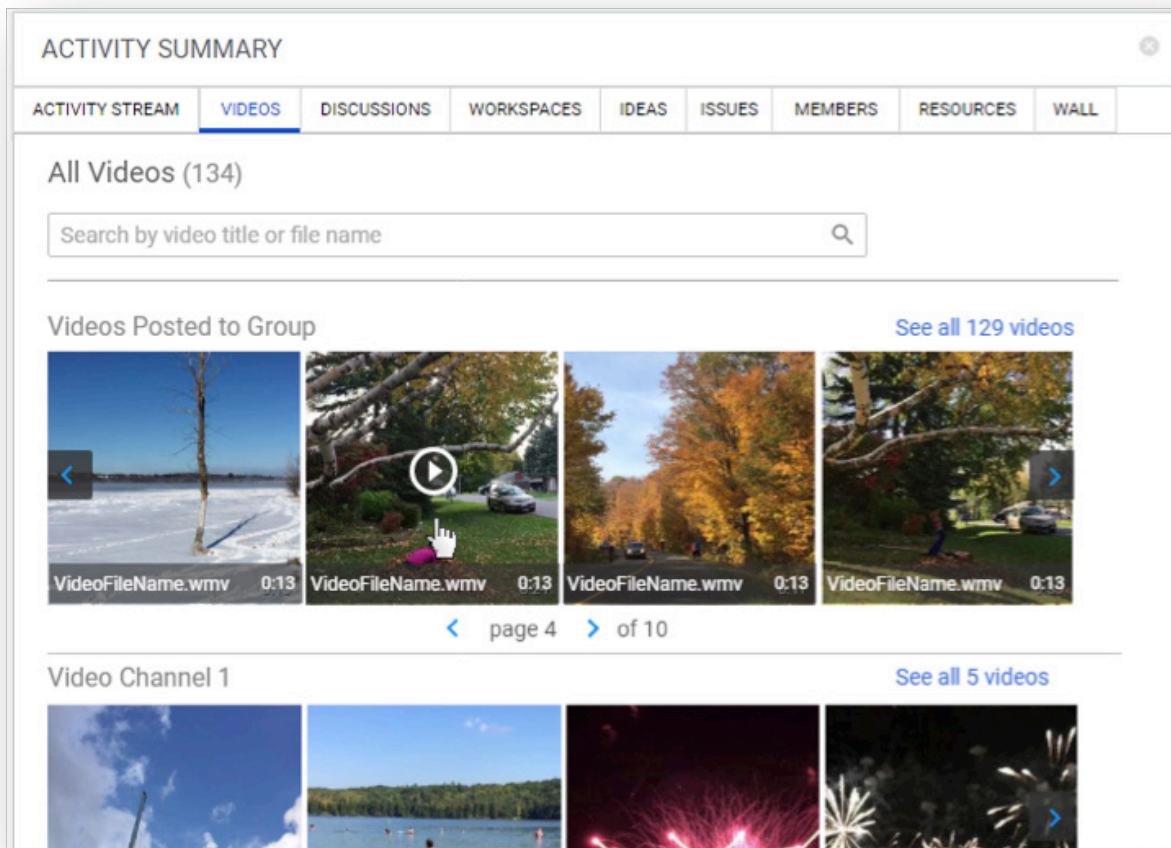


Figure 4: Add videos to groups, including group video channels.

Security

Saba Video can enhance your video learning strategy by bringing top-notch security. By uploading video content directly to Saba Cloud, you can be assured that your videos are secure and only available to authorized users.

Tracking and reporting

You can run reports that show if your employees watched a full video, or just launched it. And, similar to our embedded video offering, Administrators can run a report that shows video engagement metrics such as the number of comments, shares, top video contributors, and more.

Video Learning

Make video content a part of your courses simply by uploading the video file; no SCORM wrapper or file download is required. Learning Administrators can set the percentage of video that a learner must view before the module is marked complete so that you can be sure that users are consuming content, not just launching it. Blend video content with other content such as assessments or supporting files, or use short video bites to create a collection of micro-learning courses.

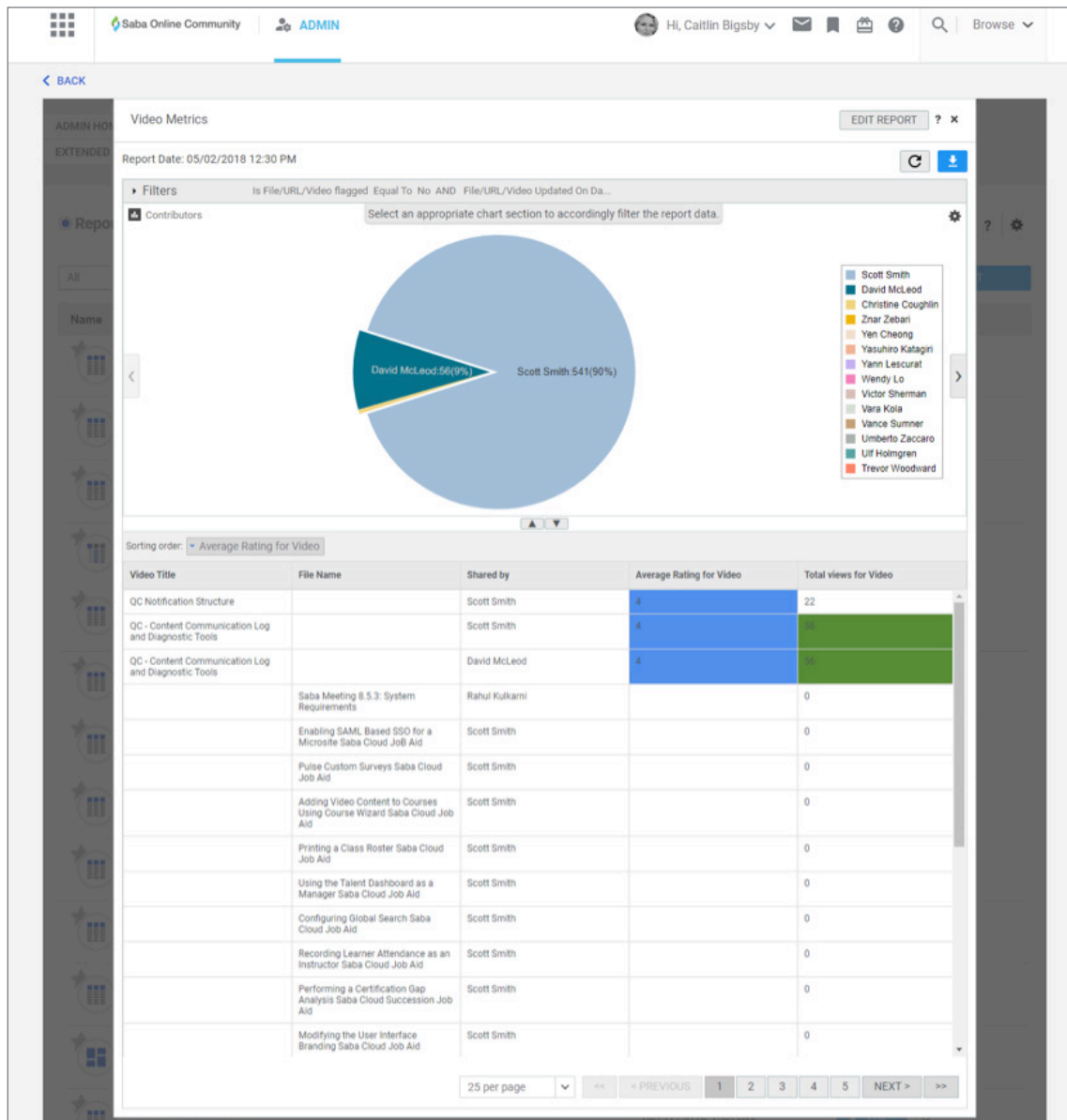


Figure 5: Administrations can run reports that show various video engagement metrics.

Home Me My Team People Groups Admin

< BACK

ADMIN HOME PEOPLE HR SOCIAL INSTRUCTOR **LEARNING** ECOMMERCE PULSE 360 MARKETPLACE EXT

Learning Home
Manage Learning Catalog
Manage Classes
Manage Categories
Learning Requests
Manage Packages
Manage Ecommerce
Manage Resources
Training Unit
Purchase Orders
Continuing Education
Manage Assessment
Manage Content
Content Library

Import Content: Test Video (Video Content)

1.Content Details >>> 2.Import Content

UPLOAD VIDEO

Video Completion Criteria* %

Note: When a learner watches the above % of the video, they will be automatically marked complete. Valid values between 1 and 100.

Other Information

Custom0

Custom1

Custom2

Figure 6: Learning administrators can set when a video is considered completed, ensuring that users consume the learning content and enabling administrators to report on consumption, not just launch.

Note: For full product demo and pricing information on Saba Video, please contact your Account Manager.

2) Learning

COURSE CREATION TEMPLATES

The course creation process should not fall to Catalogue Administrators only. With Update 41, Catalogue Administrators can create and distribute course templates to others in the organization (e.g. SMEs, managers, franchise owners, or local learning leaders), making it easy and simple for them to create a course. By exposing others to only a subset of the Administrator functionality, the course creation process is decentralized and allows for more flexibility and scale across different learning programs.

The Catalogue Administrator can create and distribute as many course templates as needed. Those with access to the templates can then create a course and class directly from their home page in Saba Cloud, without requiring access to the Learning Administration menu.

Visibility	Field name	Default Value	Required
<input checked="" type="checkbox"/>	Course Image	Select default image <input type="button" value="BROWSE"/>	<input type="button" value="No"/> <input type="button" value="Yes"/>
<input checked="" type="checkbox"/>	Course Title	Enter default course title	<input type="button" value="No"/> <input type="button" value="Yes"/>
<input checked="" type="checkbox"/>	Target days	No. of days <input type="text" value=""/>	<input type="button" value="No"/> <input type="button" value="Yes"/>

Figure 7: Create a course template that exposes only the elements required for that kind of course and hiding the rest.

MANAGE COURSE TEMPLATES [+ NEW TEMPLATE](#)

Search

TEMPLATE NAME	DOMAIN	CREATED ON	STATUS	ACTIONS
Template 1	NA	29 Aug 2017	Active	EDIT
Template 2	APAC	21 Aug 2017	Active	EDIT
Custom Template 1	India	13 Aug 2017	Draft	EDIT
Custom Template 2	EMEA	9 Aug 2017	Inactive	EDIT

1-4 of 4

Figure 8: Manage course templates, creating, editing, and archiving as needed.

LET'S GET STARTED!

Goals: What are your key professional goals? [ADD GOAL](#)

1 2 3 [Skip this step](#) [NEXT](#)

[START CONVERSATION](#) [Contribute](#) [Meet](#) [Private Message](#) [Saba Bookmarklet](#)

What's on your mind?

ACTIVITY

All [For Me!](#) My Tags Type

[World Kindness Day is on Monday 13 November](#)

NEW COURSE

To create a course Drag & Drop your file here or click

[Create New Course](#)

- OR -

Select course template

PLAN SUMMARY

Skills Development

[Below required level](#) 5

Figure 9: Those with access can create a new course directly from their home page with the templates made available to them.

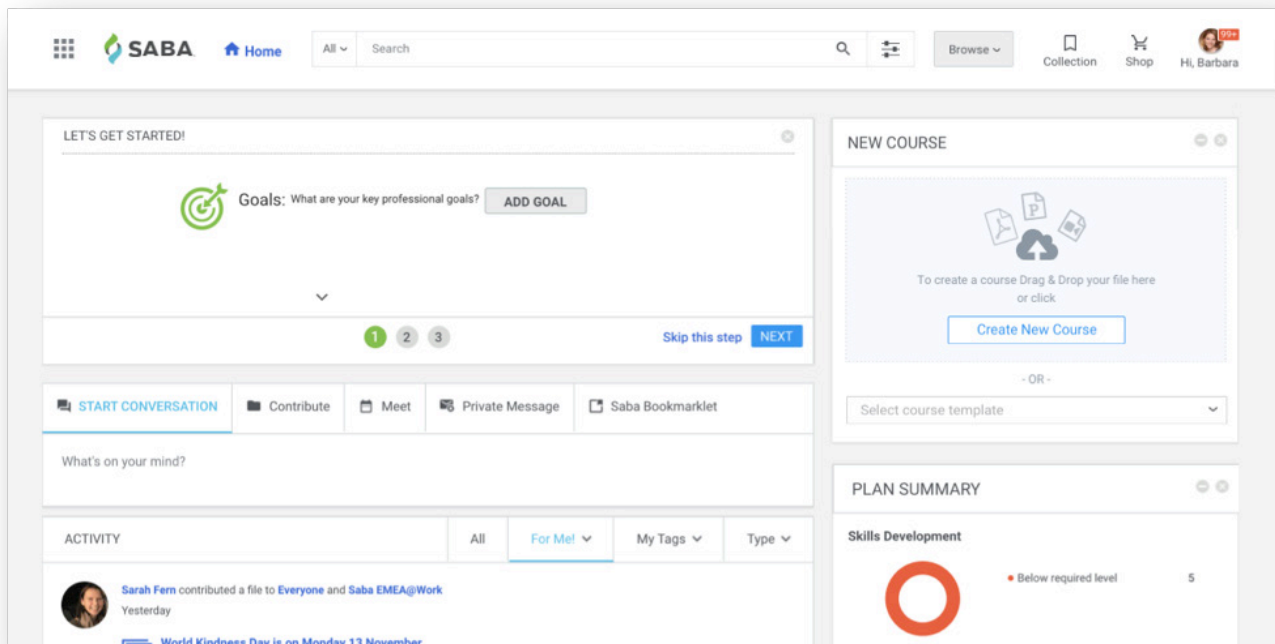


Figure 10: Local learning leaders can follow a simple step-by-step process to create the course based on the course template created for them by the Catalogue Administrator.

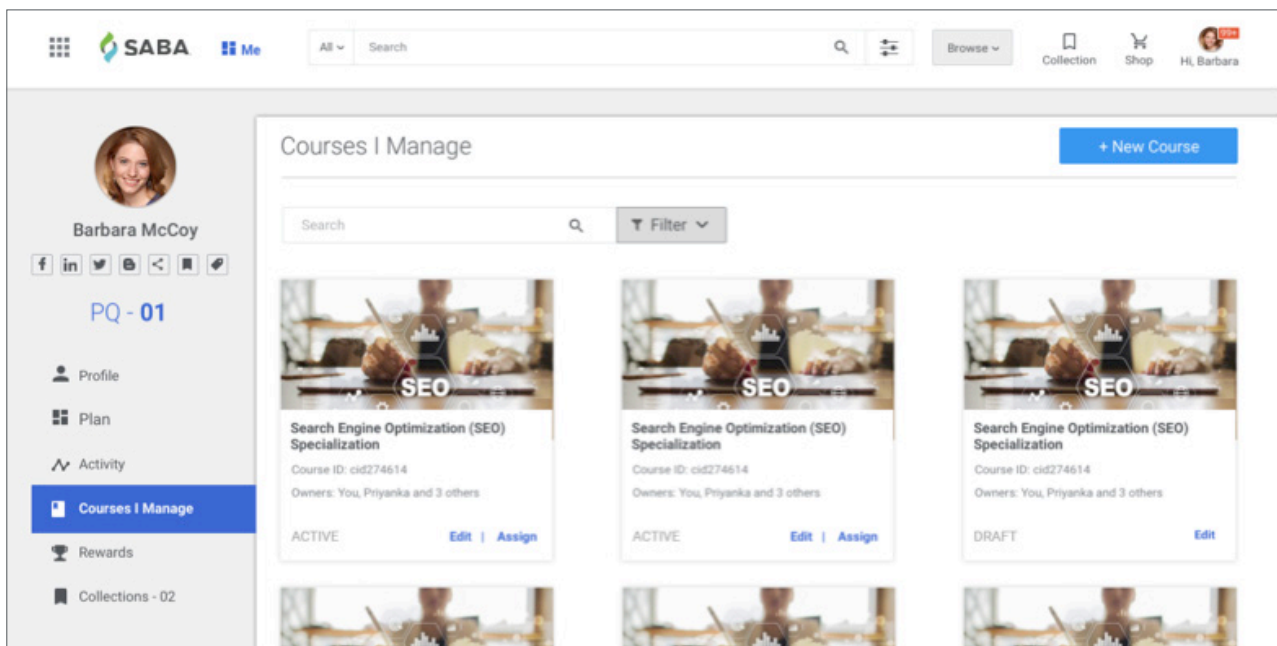


Figure 11: Local Learning Leaders can easily manage courses that they have created without requiring access to the Administration pages.

GAMIFIED LEARNING

Gamifying learning is a great way to engage the audience, motivate people, create camaraderie and competition, and ultimately grow the success of your learning programs. With Update 41, we have continued to add ways to gamify courses to create more fun and interactive learning experiences.

We have expanded the badging and points feature to enable course creators to reward high scores, compliance, and successful first attempts. You can add a leaderboard to a course as well, creating an element of healthy competition. Gamified elements can be included in course templates.

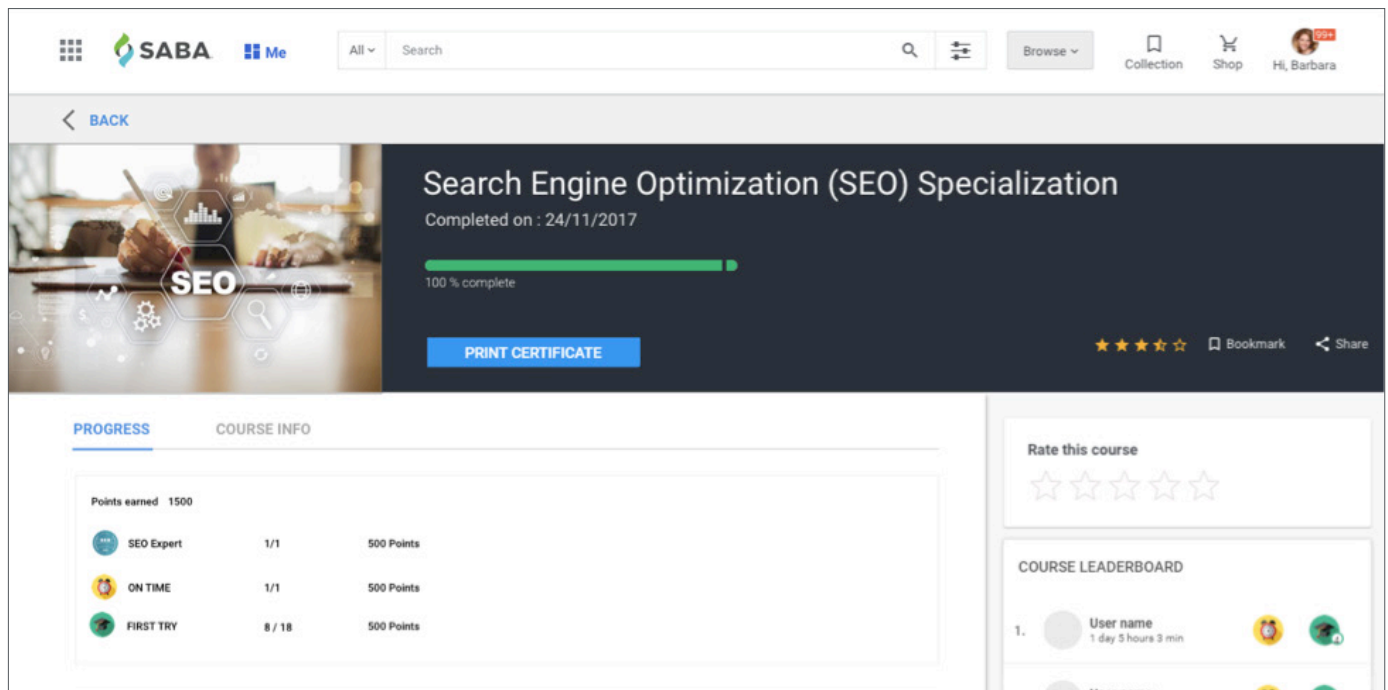


Figure 12: Learners can now enjoy a more playful and competitive experience by earning badges, gaining points, and tracking progress.

New Achievement Badges


We are introducing two new Achievement Badges that will help you incentivize your users to understand the content and complete learning on time:

- The First Try Achievement Badge rewards users who complete a test within the course on their first attempt, incentivizing learners to focus on comprehension rather than a quick completion.
- The On Time Achievement Badge rewards users who complete assigned learning by the specified due date.

Learning Administrators and learning leaders have the ability to add points to Achievement Badges as well.




☒ **Gamify this course** Add points and badges to your course.

BADGES AND ACHIEVEMENTS



Edit

Summary

	SEO EXPERT	x 1	500 Points
	ON TIME	x 1	150 Points
	FIRST TRY	x 2	50 Points
			Total: 700 Points

Allow Points ☒

CANCEL

SAVE AS DRAFT

SAVE AND ACTIVATE

Figure 13: Gamify a course by adding First Try and On-Time Achievement Badges.

IN-APP NOTIFICATION UX IMPROVEMENTS

With Update 41, we have redesigned our in-app notifications to make them easier to enable and manage and be intuitive and thematic with the aim to support users have a more fluid experience on Saba Cloud.

In addition to the redesign, now Saba Cloud notifications can be turned on or off and they will no longer have Saba branding.

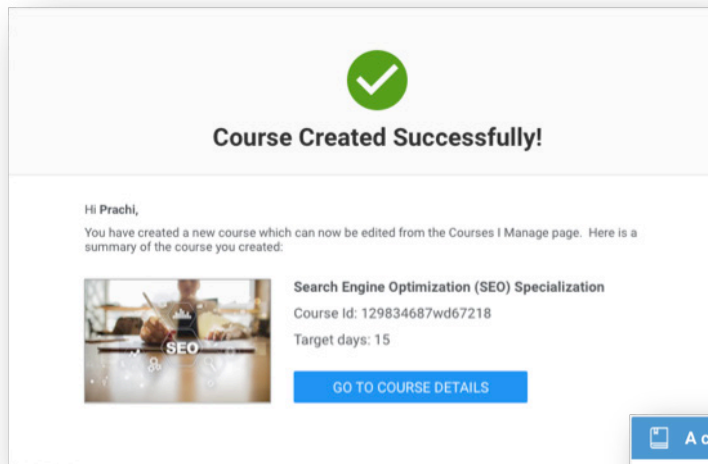


Figure 14: End course notifications.

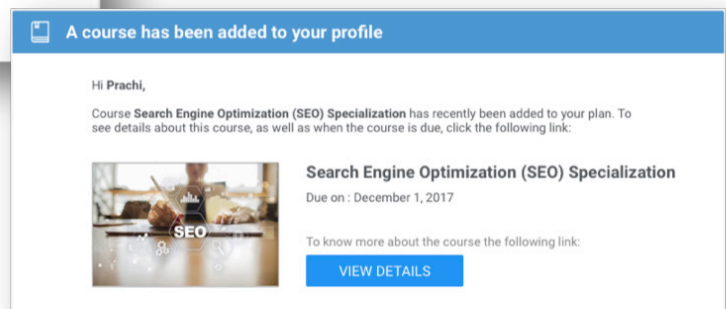


Figure 15: Informational Notification

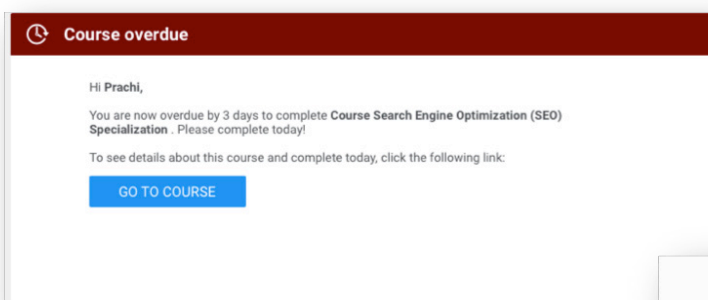


Figure 16: Must-do notification

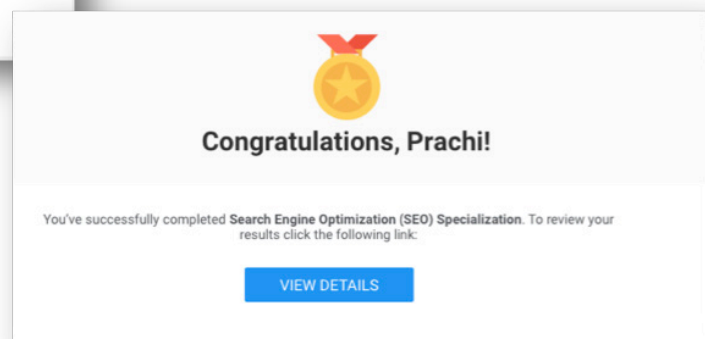


Figure 17: Congratulations notification

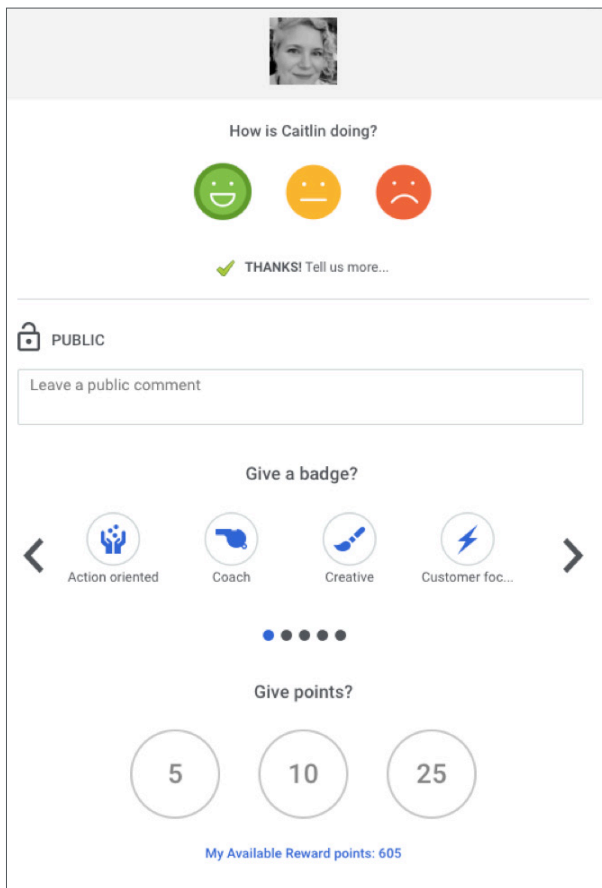
3) Platform

REWARDS AND RECOGNITION

We have enhanced the rewards experience in Saba Cloud to better recognize employees for their performance as well as their dedication to learning and development. The new features in Update 41 are impactful, scalable, and bring some fun into the workplace, helping you to support a culture of employee appreciation and recognition with a new ways to earn points, an enhanced My Rewards page, and a new Rewards Store.

Earn and Give Points

Achievements in performance and learning are now linked to shared rewards and recognition with the ability to give points. In Saba Performance, users can give points to a colleague by attaching them to an Impression. In Saba Learning, users can now earn points either by receiving them from their colleagues through Impressions, or by earning them through their learning activities.



How is Caitlin doing?

THANKS! Tell us more...

PUBLIC

Leave a public comment

Give a badge?

Action oriented Coach Creative Customer foc...

Give points?

5 10 25

My Available Reward points: 605

Figure 18: Choose to give points when you leave an Impression for a colleague.

Redesigned My Rewards Page

Now, when users go to the My Rewards page in Saba Cloud, they will experience a cleaner and more information-rich page that shows their individual and team progress that supports healthy competition and brings fresh motivation for achievements.

The My Rewards page will show the number of badges earned by the user, their team, and across the organization. Users will also see the points they earn stored in the ‘Wallet’ section of the My Rewards Page. A team leaderboard will now be on the My Rewards page as well. The Team Leaderboard shows employee rank compared to the team, based on the number of badges earned.

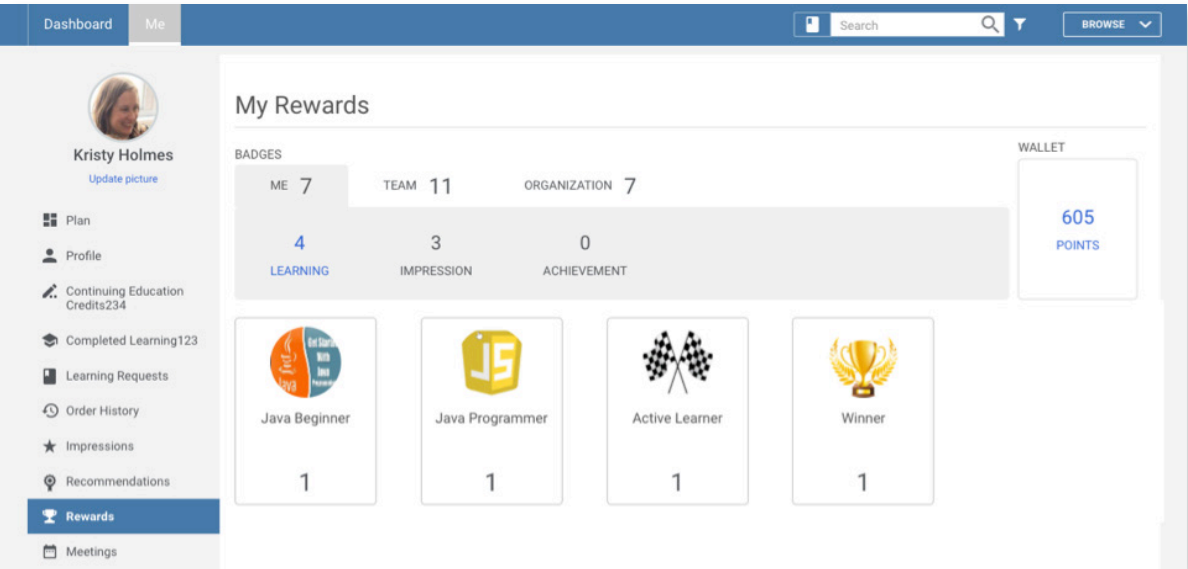


Figure 19: My Rewards pages showing badges earned across learning, networked performance, and achievements.

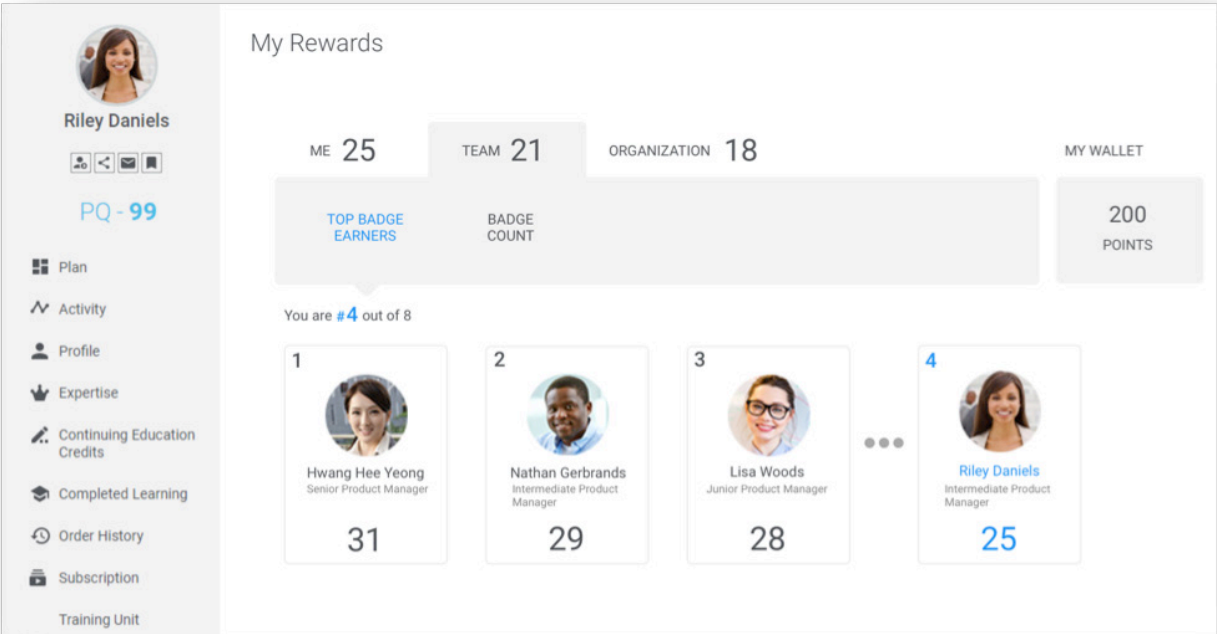


Figure 20: Leaderboard in My Rewards.

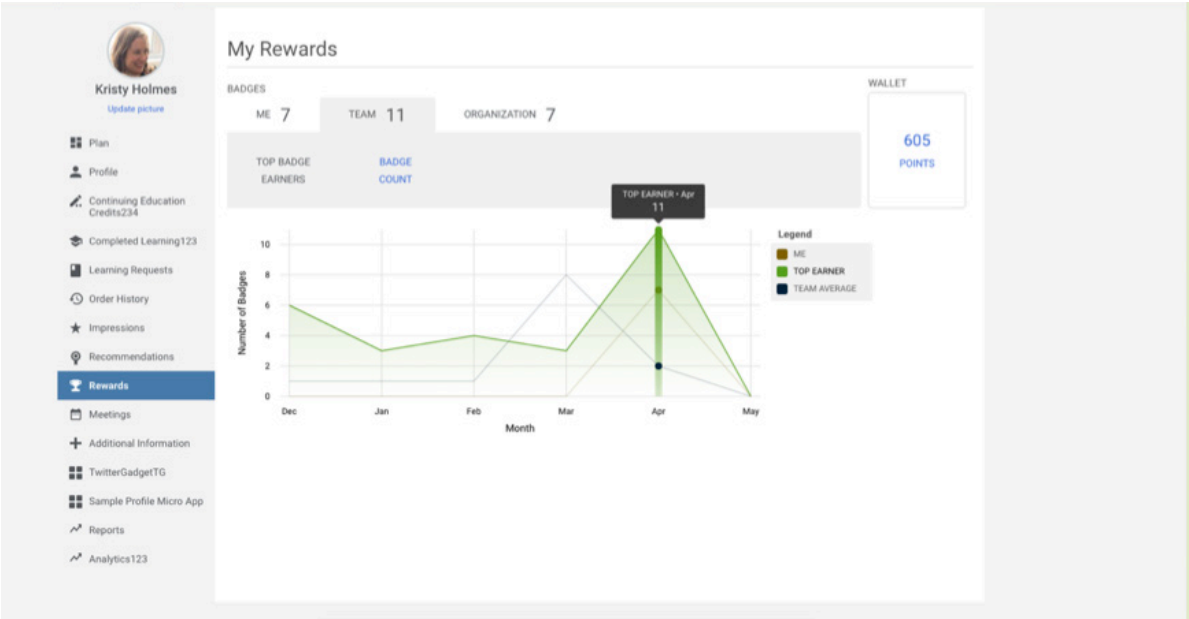


Figure 21: Graph view of team Leaderboard in My Rewards page.

My Wallet/ Rewards Store

As employees earn points, they will see them accumulate in their ‘Wallet’ on their My Rewards page. These points can be gifted to colleagues, or redeemed in Saba’s new Rewards Store.

With the new Rewards Store in Saba Cloud, administrators can set up and manage prizes for employees to redeem with the points earned in their wallet. You can build a store with prizes that suit your corporate culture, such as a free vacation day, a good parking spot, company swag, or gift cards. The Saba Rewards store is simple for you to create, manage, and scale. Users can enjoy browsing rewards and can obtain the one that catches their eye by redeeming points from their Wallet.

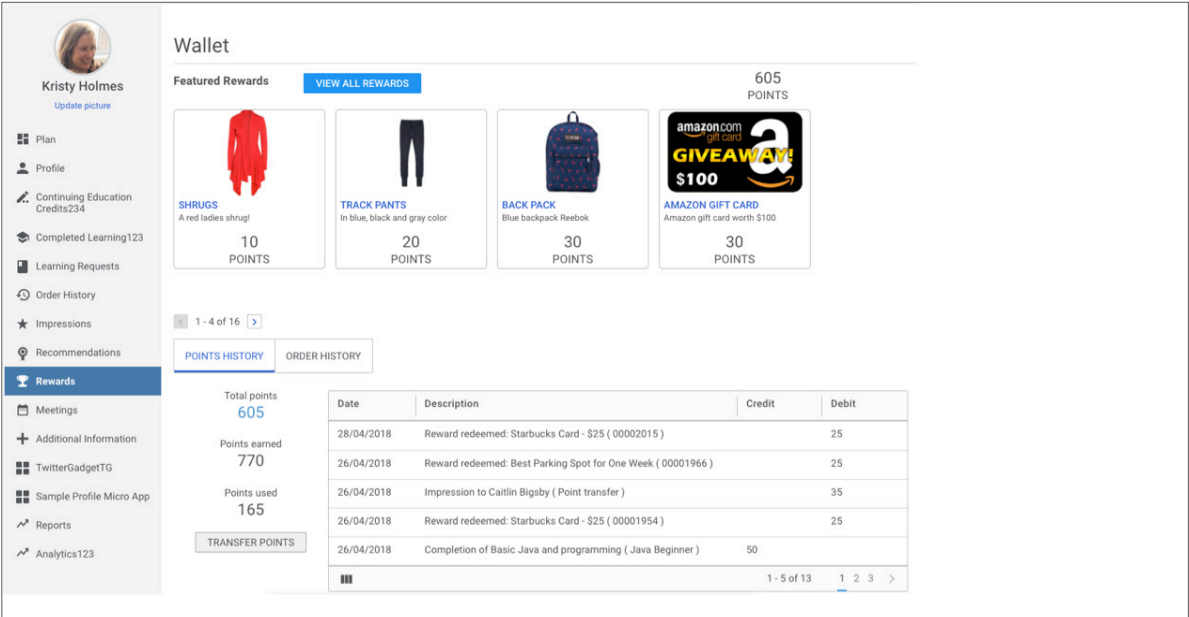


Figure 22: Users can redeem points from their Wallet in the Rewards Store.

GDPR READINESS

On May 25th, 2018, the General Data Protection Regulation (GDPR) for the European Union goes into effect. This regulation is designed to harmonize data privacy laws, protect and empower all EU citizens' data privacy, and reshape the way organizations approach data privacy.

With Update 41, Saba Cloud supports the key controls of GDPR, so that you can be assured that you will be able to comply with the requirements of the new regulation.

Saba Cloud supports Right to Data Erasure (purge profile), Right to Restrict Data Processing (stop processing), and Data Portability (analytics reports, premium data extract).

Terminated user profiles can be selected and purged and can also be selectively marked "stop processing", which disallows modifications to PII fields.

4) Saba Meeting

Saba Meeting is a fully integrated meeting solution embedded in our collaboration and virtual classroom solution. Today more than ever teams are geographically disperse, and the need to learn and communicate across different locations has never been so great. Having meeting capability integrated with your talent solution creates a more comprehensive experience for users, and increased control and oversight for Administrators.

NEWLY DESIGNED SABA MEETING

With Update 41, Saba Meeting has been redesigned to offer a more natural and intuitive user experience so that you can have better virtual meetings.

The Saba Meeting text chat functionality has been enhanced with better text wrapping and more user controls, to give both meeting participants and leaders a better in-meeting collaboration experience. The AppShare functionality has also been updated to facilitate a simplified and smoother meeting experience.

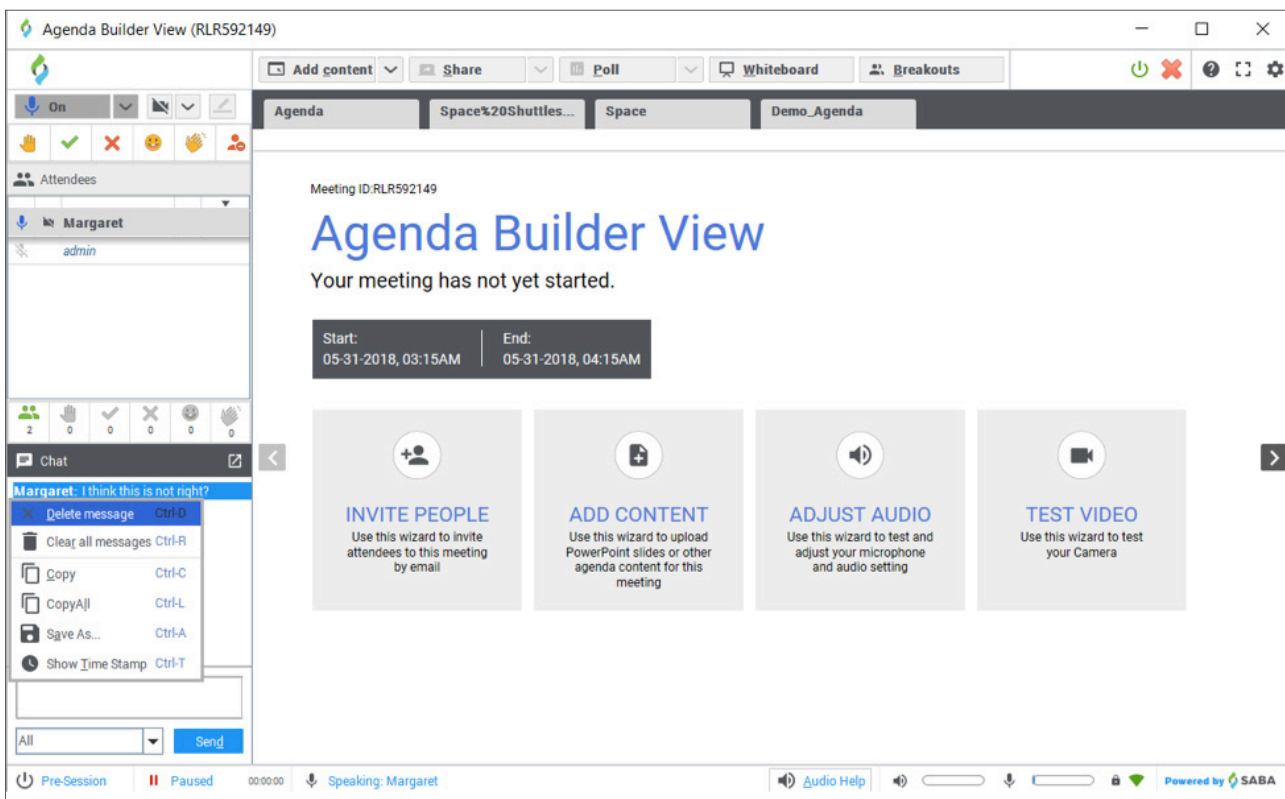


Figure 23: Saba Meeting Text chat functionality has been updated to enable message deletions and the wrapping of URL links.

5) Performance

PEER-TO-PEER REWARDS WITH IMPRESSIONS

With Update 41, you can add a point system to Saba Performance Impressions, and current Impression workflow users can now transfer points to a colleague as an extra show of appreciation. Points received from an Impression will be consolidated with learning points earned in the wallet on the My Rewards Page and can be redeemed in the Rewards Store.

The screenshot displays a user interface for giving an impression to a colleague. At the top, there is a profile picture of a woman. Below it, the text "How is Caitlin doing?" is followed by three circular icons: a green smiley face, a yellow neutral face, and a red frowny face. A green checkmark icon and the text "THANKS! Tell us more..." are positioned below the icons. A horizontal line separates this section from the next. Below the line, there is a lock icon and the word "PUBLIC". A text input field with the placeholder "Leave a public comment" is located below the lock icon. Another horizontal line follows. Below this line, the text "Give a badge?" is displayed. Underneath, there are four circular icons with different symbols: a group of people, a hand pointing, a paintbrush, and a lightning bolt. Below these icons are the labels "Action oriented", "Coach", "Creative", and "Customer foc...". A horizontal line with five dots, the first of which is blue, is positioned below the labels. Below this line, the text "Give points?" is displayed. Underneath, there are three circular buttons with the numbers "5", "10", and "25". At the bottom, the text "My Available Reward points: 605" is displayed in blue.

Figure 24: Give points when you give an Impression of a colleague.

MORE CONFIGURABILITY AND FLEXIBILITY

In Update 41 we focused on a lot of enhancement requests we received for Performance to increase your product satisfaction. Particularly, the performance review functionality has been enhanced to empower performance administrators to have more control and flexibility.

Performance Review Milestone Configuration

We are committed to offering a solution that is flexible and able to meet your specific needs. With Update 41 we're empowering performance administrators to create a review cycle that is more tailored to the requirements within their organization. Now, if they choose, performance administrators can reduce the number of steps in a review process to improve the experience for users.

Overall Score Override Policy

Improvements have been made to the way in which scores are both displayed and entered on a review. A new policy has been created making it possible for administrators to disable the ability for the overall score to be overridden when they are creating a review.

Bulk Review Owner Change

You can now change the review owner for multiple reviews at one time, making it easier to respond to various circumstances and unique needs in the review process.

The screenshot displays the Saba Cloud Performance Review interface. On the left, a user profile for Jeff Tanner (Customer Service Manager) is shown with a 'Next step: Complete Review below' banner. Below this, the 'Your overall rating' is 3 (Meets Expectations), and the 'Overall Rating (0 of 2 Reviews)' is displayed. A 'Review Progress: 100%' bar is shown with three green checkmarks. The 'CORE SKILLS' section is visible. At the bottom, there are buttons for 'CHANGE', 'MORE ACTIONS', 'SAVE', and 'SUBMIT AND RELEASE'. On the right, a sidebar contains 'OTHER ACTIVE REVIEWS', 'TEAM CALIBRATION GRAPH', and '2018 END OF YEAR PERFORMANCE...'. The '2018 END OF YEAR PERFORMANCE...' section shows a rating of 3 (Meets Expectations) and a 'Review owner' section with a 'CHANGE' button and a 'Bulk Change' dropdown menu.

Figure 25: The change review owner action button has been updated on the UI to support multiple actions, with the option to change the review owner for a bulk number of reviews available as a secondary action.



Saba offers a radically different approach to talent management. Instead of starting with technology, we focus first on an organization's vision and culture. Once we understand their needs, we provide people-centric solutions around performance, learning and engagement that help them work, learn and grow together to build a thriving future for the organization. *Saba. United We Thrive.*

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