



### EMC² Implements Cost-Effective Learning Tree AnyWare™ Remote-Learning Element to Enhance Its Training Program

EMC² is a global leader in the design, building and management of flexible, scalable and secure information infrastructures. Historically, EMC classroom IT training has been provided by Learning Tree and presented at their Hopkinton, Massachusetts headquarters. Attendees outside that area have typically traveled to that site for their courses. In situations where larger groups required training but were too distant to make travel cost-efficient, Learning Tree has worked with EMC to conduct classes at their desired locations.

#### The Challenge



In mid-2008 EMC made a strategic decision to reduce costs in response to the changing economy. That decision eliminated travel budgets for training and also eliminated funds for any classroom training outside the Hopkinton facility. At the same time, challenges from the business climate made effective training of EMC personnel even more important than before.

EMC turned to its training partner, Learning Tree, for a solution that would allow EMC's worldwide staff to continue receiving critical interactive training, meet cost reduction mandates, and maintain the proven high standards of Learning Tree's existing IT classroom training offerings.

Learning Tree and EMC set the bar high for this project by setting an initial expectation that the ultimate solution to EMC's challenge would also solve many of the problems associated with traditional e-learning.

#### The Learning Tree Solution



Learning Tree addressed this challenge by applying its newest training innovation, Learning Tree AnyWare. The Learning Tree AnyWare hybrid remote-learning solution enables EMC employees in locations as diverse as California, Ireland and Spain to attend live classroom sessions being held in Hopkinton. The remote participants receive all the benefits and features that characterize Learning Tree classroom training: they see and hear everything that happens in the classroom; they interact with their instructor, with classroom participants and with other remote participants by voice in real time; they participate in small group discussions and perform hands-on exercises that are the same as those performed by classroom participants. In short, EMC remote participants get the full experience of classroom training—without having to travel to the classroom.

Learning Tree began offering Learning Tree AnyWare training to EMC employees in November 2008, and additional classes are scheduled with EMC into the foreseeable future.

#### The Results



Learning Tree and EMC found that the Learning Tree AnyWare approach effectively dealt with the constant **challenge of traditional e-learning—high participant dropout rates**. Because the Learning Tree AnyWare platform delivered a training experience as rich and engaging as that found in the classroom itself, EMC employees remained actively engaged, completing courses which averaged 26 hours of classroom time over four days. Asked why they found the experience so engaging, remote participants responded that they felt “they were there.”

For Ralph Eldridge, Director of Services Education for EMC Corporation, Learning Tree came through with a solution that addressed several issues: “Our experience with Learning Tree AnyWare has been extremely positive. This type of blended classroom model has allowed us to achieve our goal of making quality technical training globally available. The students who attended remotely felt they had received the same high-quality presentation as those who participated in the classroom and, more importantly, the same rich lab experience they have come to expect from a Learning Tree Course. We were also appreciative of this very efficient approach which also enables us to be ‘greener’ by reducing travel and conserving energy.”



**Learning Tree AnyWare™**  
*Be There! ... with AnyWare™*