

# Acosta University Ranks High

It might not have a football team or a mascot, but Acosta University is the place to go for higher learning.

The new online portal was launched earlier this year and houses all of the

access it at their convenience," says Steele. "And everyone hears the same message no matter where they are."

Acosta University creates several opportunities for increased efficiency, like reduced paperwork and time savings. New associates can get a head start on their new roles by completing orientation and initial training before they begin training with their managers.

"New associates get off to a better start," says Steele. "They're already comfortable with their job expectations, the technology and basics about the company before their first day."

Associates can enroll in "colleges," such as Team Building, Leadership, Personal Productivity, or Sales & Negotiation just to name a few. There are options for role-specific training, team-specific

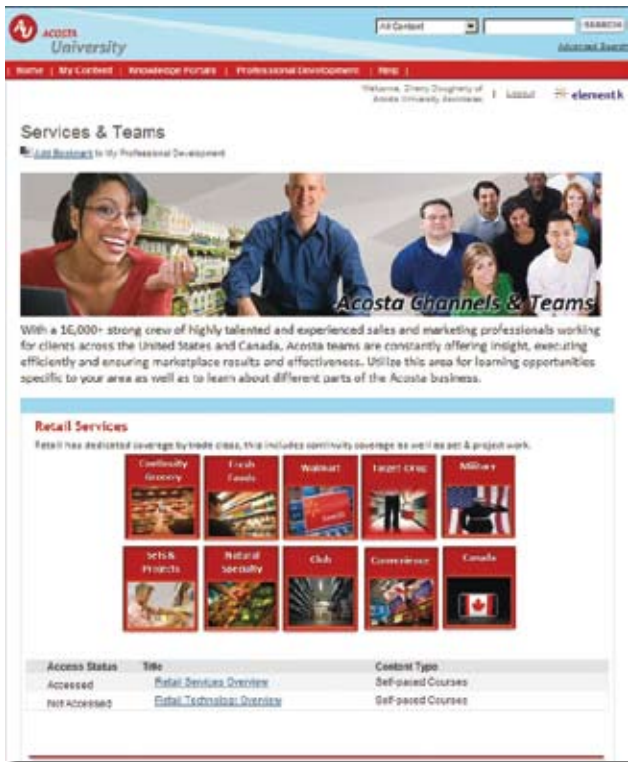
training, and client- and customer-specific training. For example, associates can learn about brands and product lines for the clients they support.

For more individualized training, learning consultants meet with business units or associates to create customized development plans. Once you take a course and log back in, the system recognizes who you are and can make suggestions for future learning opportunities.

There will be many more opportunities to share information and collaborate. While "Share Groups" allow associates to share and work on documents together, blogs and "wikis" will provide associates with ways to tap in to information that would be difficult to access otherwise.

Continuous learning is more feasible with Acosta University because associates can keep in touch with each other and share information after attending training sessions. "It transforms our training programs from one-time events to ongoing learning opportunities," explains Steele.

There are more than 8,000 learning opportunities available through Acosta University and content is easily searchable. Job aides and reference guides for computer programs like Microsoft Word are available and printable for quick reference. Acosta University is available through MyAcosta (Acosta's intranet) at <http://myacosta.acosta.com>.



Channel specific learning (under Acosta Essentials/Services & Teams) offers specific learning opportunities in needed skill sets.

company's learning and development tools on one centralized site. Associates can register for online and classroom courses, participate in webinars and live meetings, share documents, participate in blogs, complete orientation and certification courses, and much more.

"Continuous learning helps create engaged, high-performing associates," says Rebecca Steele, Executive Vice President of Human Resources. "This type of investment in our people is an investment in Acosta's continued success."

With the company's growth and geographic expansion, the timing for virtual learning opportunities is perfect. "Many of our people are off-site, so it makes sense to provide learning online where everyone can

## Quick tips to getting started with AU

**Take a Tour of AU** - Take a few minutes to walk through a guided tour. It will save time in the long run and explain how AU is organized. And yes, click all the screen tips...you'll wish you did!

**Learning Plans** - The left column is your home base. Learning Plans are designed to target learning opportunities by role. Whether you are a new associate, an existing associate, a manager, or a leader, this is the best place to start.

**Learning Topics** - If you are looking to improve a skill or learn a new skill in a particular area like writing skills or time management, then Learning Topics can point you in the right direction.

**My Catalog** - From the menu, choose My Training and click the catalog links to see a list of all available courses.

**Learn. Explore. Grow.** - This is one place where exploring is half the fun! It will take some time to become familiar with AU, that's OK. Learn what works for you. Contact AU if you need assistance.