CASE STUDY · L'ORÉAL × BEALINK

ONE LEARNING, a global learning ecosystem built for a skills-based organization

For ONE LEARNING, L'Oréal brought together the Bealink LXP and SAP SuccessFactors. GOAT LEARNING® covered consulting, Bealink licenses, integration and support after launch.

Consulting | Integration | Run-Outsourcing

CLIENT	SECTOR	ECOSYSTEM	SCOPE	TIMELINE
L'Oréal Group	Beauty	Bealink (LXP), SAP SuccessFactors (LMS)	All employees: 90,000+, more than 150 countries, 13 languages	Global launch in September 2024, ongoing support

Context

In 2022, L'Oréal launched its One HR project to bring its HR systems together on a single platform, SAP SuccessFactors. As learner expectations kept rising, the group launched ONE LEARNING: a single learning platform, integrated with SAP SuccessFactors and aligned with One HR, to support its move to a skills-based organization.

Challenge

The goal went beyond a traditional LMS: build on a framework of more than 500 skills, personalize the experience to each profile, drive engagement through social learning and gamification, and put data at the center of decisions. All of this for more than 90,000 employees, at the level of digital quality L'Oréal expects.

What we did

GOAT LEARNING® covered the whole cycle, as One Team with Bealink.

1. **Consulting and licenses.** Support for the L'Oréal teams on the project and supply of the Bealink LXP licenses.
2. **SAP SuccessFactors integration.** Integration of the LXP with SAP SuccessFactors as the system of record: learning data flows back into SuccessFactors for consolidated reporting.
3. **Content, data and flow of work.** Integration of the LinkedIn Learning, Busuu, TED and Coursera libraries, connection to the Snowflake data platform, and access from Microsoft Teams.
4. **Product improvements and Run.** Product improvements specified with Bealink. Since launch, GOAT LEARNING® has continued to support L'Oréal in the Run phase.

KEY FIGURES

90,000+
employees targeted by ONE LEARNING

150+
countries where the group operates

13
official languages on the platform

PLATFORM PARTNER

Bealink

Bealink, a GOAT LEARNING® partner, provides the LXP. GOAT LEARNING® integrated it with SAP SuccessFactors, L'Oréal's HR backbone, as One Team with Bealink.

RESULTS

What ONE LEARNING brings to employees

INTEGRATIONS DELIVERED

SAP
SuccessFactors: learning data sent back for consolidated reporting

4
content libraries: LinkedIn Learning, Busuu, TED, Coursera

Teams
the platform available in the flow of work

Data
connection to the Snowflake data platform

THE ONE LEARNING PROGRAM

1
single learning platform, open to all employees

500+
skills in the group framework

37
brands in the group

2024
global launch, in September

Scope delivered

- Bealink LXP licenses and integration
- SAP SuccessFactors integration, with learning data sent back for reporting
- LinkedIn Learning, Busuu, TED and Coursera libraries integrated
- Snowflake connection and access from Microsoft Teams
- Product improvements specified with Bealink

Value created for L'ORÉAL

- A platform open to all employees, in 13 official languages
- Personalized recommendations based on each skills profile
- Learning in the flow of work, from Microsoft Teams
- Since launch, GOAT LEARNING® has continued to support L'Oréal in the Run phase

IN THE CLIENT'S WORDS

> Our amazing solution provider: a huge thank you to Bealink [...] for the fantastic platform and to GOAT LEARNING® [...] for the seamless integration. We're proud to collaborate with such innovative companies!

Victoria Neou, Digital Learning Manager, L'Oréal

OUR THREE OFFERS

Consulting — ON THIS PROJECT
Audit, scoping and design of the learning and talent architecture.

Integration — ON THIS PROJECT
HRIS, LMS and TMS integration, data migration and flow automation.

Run-Outsourcing — ON THIS PROJECT
LMS administration, support, reporting and continuous improvement.

Connecting a learning platform to your HR system?

A 30-minute conversation with a GOAT LEARNING® expert is enough to see where your ecosystem stands and where to start.

Talk to an expert

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