CASE STUDY · SOMFY × 360LEARNING

A global Skills-Based Organization rollout connecting HRIS, LMS and TMS, delivered on time

SOMFY entrusted GOAT LEARNING® with the design, project management and technical integration of the worldwide rollout of its 360Learning LMS and Training Orchestra TMS.

Consulting | Integration | Run-Outsourcing

CLIENT	SECTOR	ECOSYSTEM	SCOPE	TIMELINE
SOMFY Group	Building automation and smart home	360Learning (LMS), Training Orchestra (TMS), Oracle (HRIS)	6,500 employees in 59 countries	7 months, go-live 2026

Context

SOMFY is the global leader in automated controls for building openings and closures and a key player in the smart home market. Its people work in the field, in sales, in engineering and in support functions across 59 countries. The group selected 360Learning as its LMS and Training Orchestra as its TMS with a clear ambition: become a Skills-Based Organization, built on one group-wide skills framework and industrialized training processes.

Challenge

Skills development processes were fragmented and inconsistent from one international division to the next. The consequences were uneven skills progression, talent retention issues and a gap between HR practice and the group's strategic objectives. The new ecosystem had to connect to the existing Oracle HRIS, take over legacy content and data, and go live worldwide within seven months.

What we did

GOAT LEARNING® led the design, project management and technical integration of the rollout, as One Team with 360Learning and Training Orchestra.

1. **One skills framework for the group.** GOAT LEARNING® brought the 9 skills frameworks of 12 centres of excellence together into one unified group-wide framework.
2. **HRIS integration.** Full connection between 360Learning, Training Orchestra and the Oracle HRIS: real-time data synchronization, automated enrollments and compliance tracking, with no manual entry.
3. **Harmonized global rollout.** Unified processes deployed across 59 countries, migration of existing content and data, and a global kick-off in Mainland China.
4. **End-to-end project management.** From scoping to go-live: functional and technical oversight, data governance, risk management and multi-stakeholder coordination on a tight 7-month timeline.

KEY FIGURES

6,500
employees equipped (target users)

59
countries covered

7 months
end-to-end deployment, on contractual schedule

ONE TEAM INTEGRATION

360Learning | Training Orchestra

360Learning (LMS), Training Orchestra (TMS) and GOAT LEARNING®: one project team, one roadmap and shared accountability for the outcome.

RESULTS

What the rollout delivered

INTEGRATION AND ARCHITECTURE

ORACLE
HRIS connected to the LMS and TMS in real time

0
manual entry, with automated data flows

9 → 1
skills frameworks from 12 centres of excellence unified into one

SKILLS-BASED MODEL, CO-DESIGNED WITH SOMFY

~15
business directions mobilized

5
common competencies per direction

3
mastery levels

~70%
of critical jobs covered

Scope delivered

- LMS platform live for 6,500 users across 59 countries
- One unified group-wide skills framework, from 9 frameworks across 12 centres of excellence
- Full migration of legacy content and data
- Oracle integrations live, with automated data flows and no manual entry
- Go-live in 7 months, on contractual schedule

Value created for SOMFY

- Group-wide visibility on available skills and the gaps to close
- Individual development paths that every employee can read
- Lower LMS and TMS operating costs through standardized processes
- Technical foundations for a true Skills-Based Organization
- Since go-live, GOAT LEARNING® has continued to support SOMFY through the Run phase

> IN THE CLIENT'S WORDS
>
> GOAT LEARNING® is a high-impact business partner, able to secure and accelerate the deployment of global L&D ecosystems by aligning them directly with the company's performance, skills, and transformation priorities. Their structured, results-driven approach turns learning investments into measurable levers of operational efficiency and large-scale upskilling.
>
> **Habiba Lakhfissi**, Group L&D Director, SOMFY Group

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
LMS administration, support, reporting and continuous improvement.

Planning a similar rollout?

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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