Looking Ahead: Learning Trends for 2016

February 9, 2016

GP STRATEGIES™

Knowledge. Performance. Impact.

The Fourth Industrial REVOLUTION

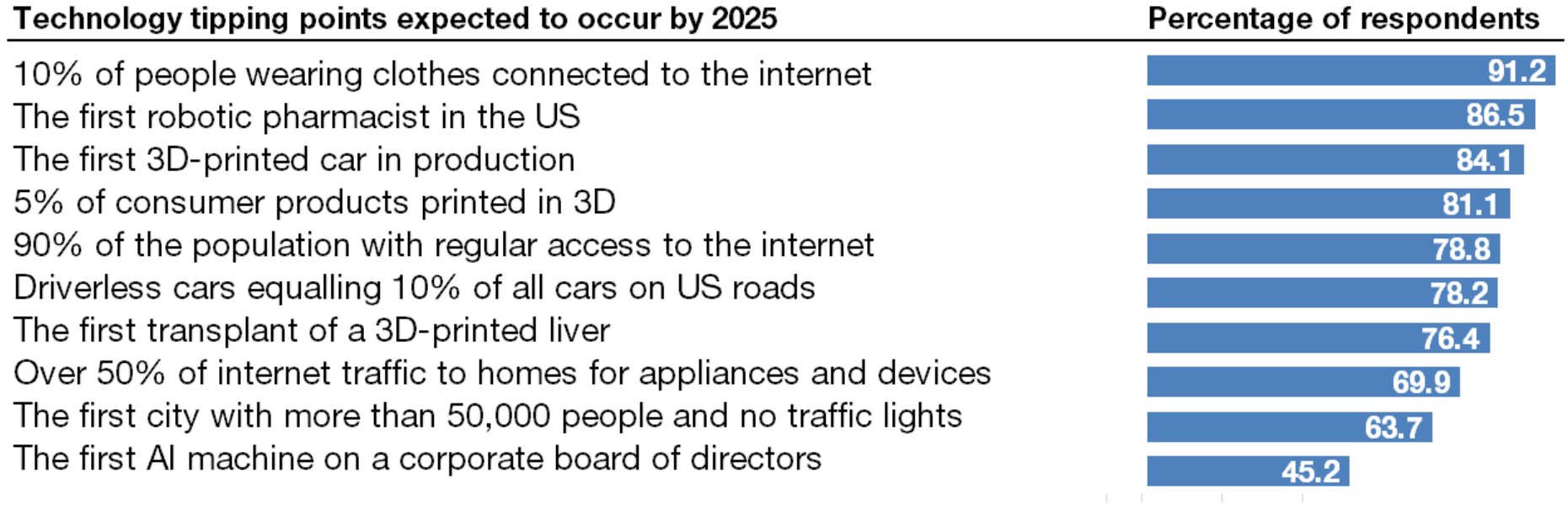
Navigating the next industrial revolution

Revolution	Year	What happened?
1	1784	Steam, water, mechanical production equipment
2	1870	Division of labour, electricity, mass production
3	1969	The computer, electronics and the internet
4	?	The barriers between man and machine dissolve

When will the future arrive?

800 technology executives and experts from the information and communications technology sector were surveyed as part of our *Technology Tipping Points and Societal Impact* report

WORLD ECONOMIC FORUM
COMMITTED TO IMPROVING THE STATE OF THE WORLD



Source: World Economic Forum, Technology Tipping Points and Societal Impact report, 2015

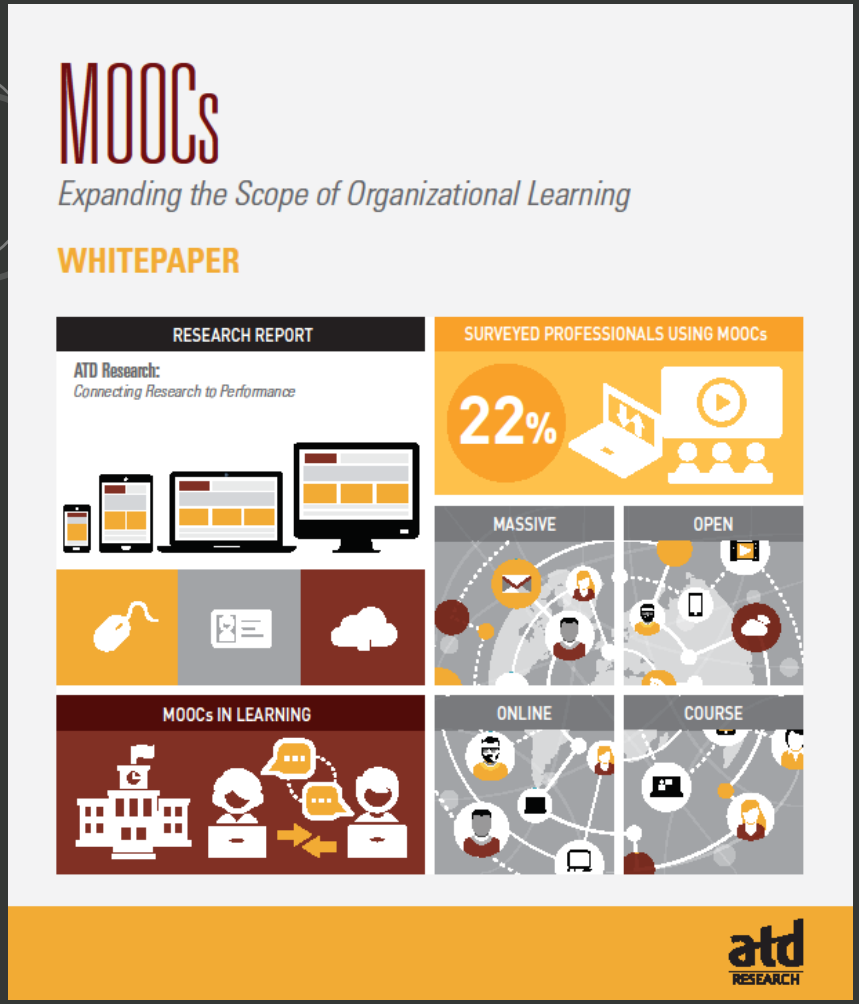
These TRENDS Should Soar

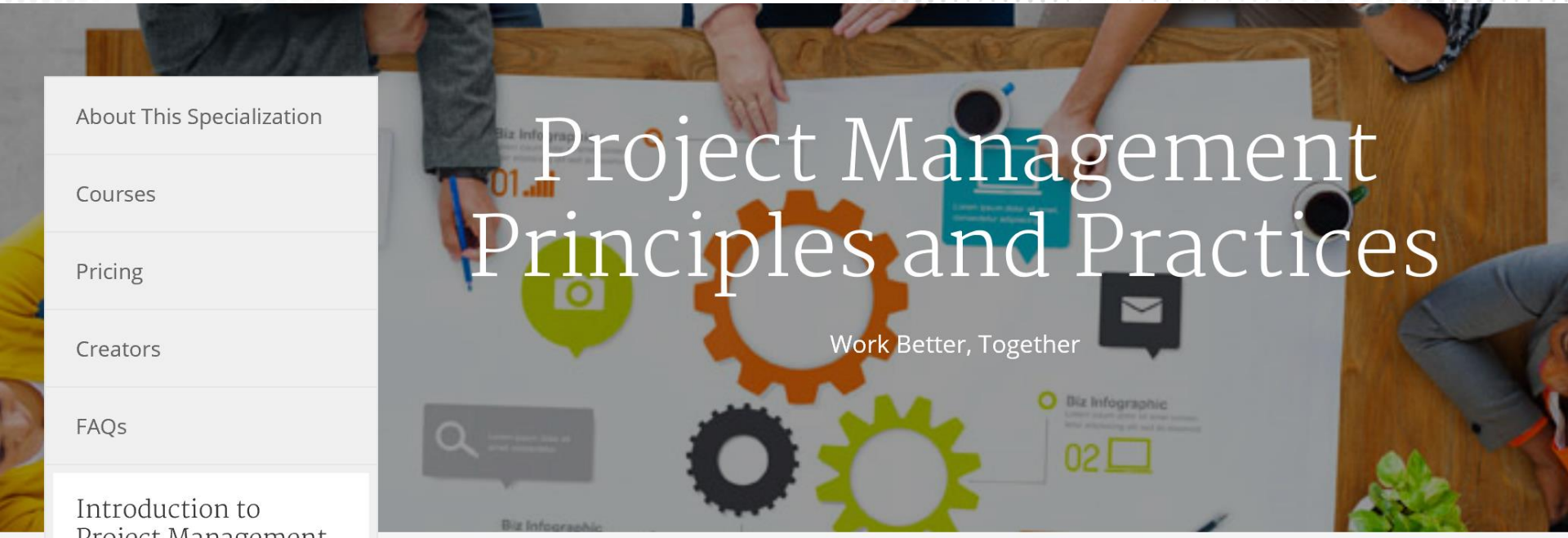
1. MOOCs
2. Videos
3. Content curation
4. Microlearning (shorter courses)
5. Gamification

MOOCs

TREND I

- Part of a new choice of modalities to supplement ILT, VILT, WBT, blended
- On-demand
  - OR
- 100% online, asynchronous but time-bound
- High learner satisfaction





Project Management Principles and Practices

Work Better, Together

About This Specialization
Courses
Pricing
Creators
FAQs

Introduction to Project Management Principles and Practices Specialization

From $69 USD

Enroll

Financial Aid is available for learners who cannot afford the fee. Learn more and apply.

About This Specialization

Project management has been proven to be the most effective method of delivering products within cost, schedule, and resource constraints. This intensive and hands-on series of courses gives you the skills to ensure your projects are completed on time and on budget while giving the user the product they expect. You will gain a strong working knowledge of the basics of project management and be able to immediately use that knowledge to effectively manage work projects. At the end of the series you will be able to identify and manage the product scope, build a work breakdown structure, create a project plan, create the project budget, define and allocate resources, manage the project development, identify and manage risks, and understand the project procurement process.

Created by: UCI Extension Continuing Education

Business Strategy and Financial Acumen

- **8-week online course**
- **Asynchronous**
- **2 deliveries; 2,114 Microsoft sellers**
  - 31% Asia Pacific
  - 49% Europe, Middle East, Africa
  - 20% Americas
- **3 professors from INSEAD**
- **Intrepid Corporate MOOC platform**
- **LinkedIn certificate from INSEAD**

Microsoft

INSEAD

The Business School for the World®

INTREPID LEARNING

Week 8: Dec 1 - Dec 7

VIEW CONTENT

Assignments

YOUR ACTIVE ASSIGNMENT

"7. Evaluating Your Customer's Financial Decisions "

ASSIGNMENT

Start Assignment

MY ASSIGNMENTS

Previous Weeks 1-7

VIEW CONTENT

Leaderboard

1500

Meet Up

Technical Support

TECHNICAL SUPPORT

85%

COMPLETION

95%

Said the course will improve how they perform their job

99%

OVERALL SATISFACTION RATE

Microsoft

INSEAD

The Business School for the World®

INTREPID LEARNING

Videos

TREND 2

- Videos appeal to many audiences and can be viewed easily on mobile devices
- 300 hours of video are uploaded to YouTube every minute
- Videos can help learners with just-in-time answers to unexpected problems

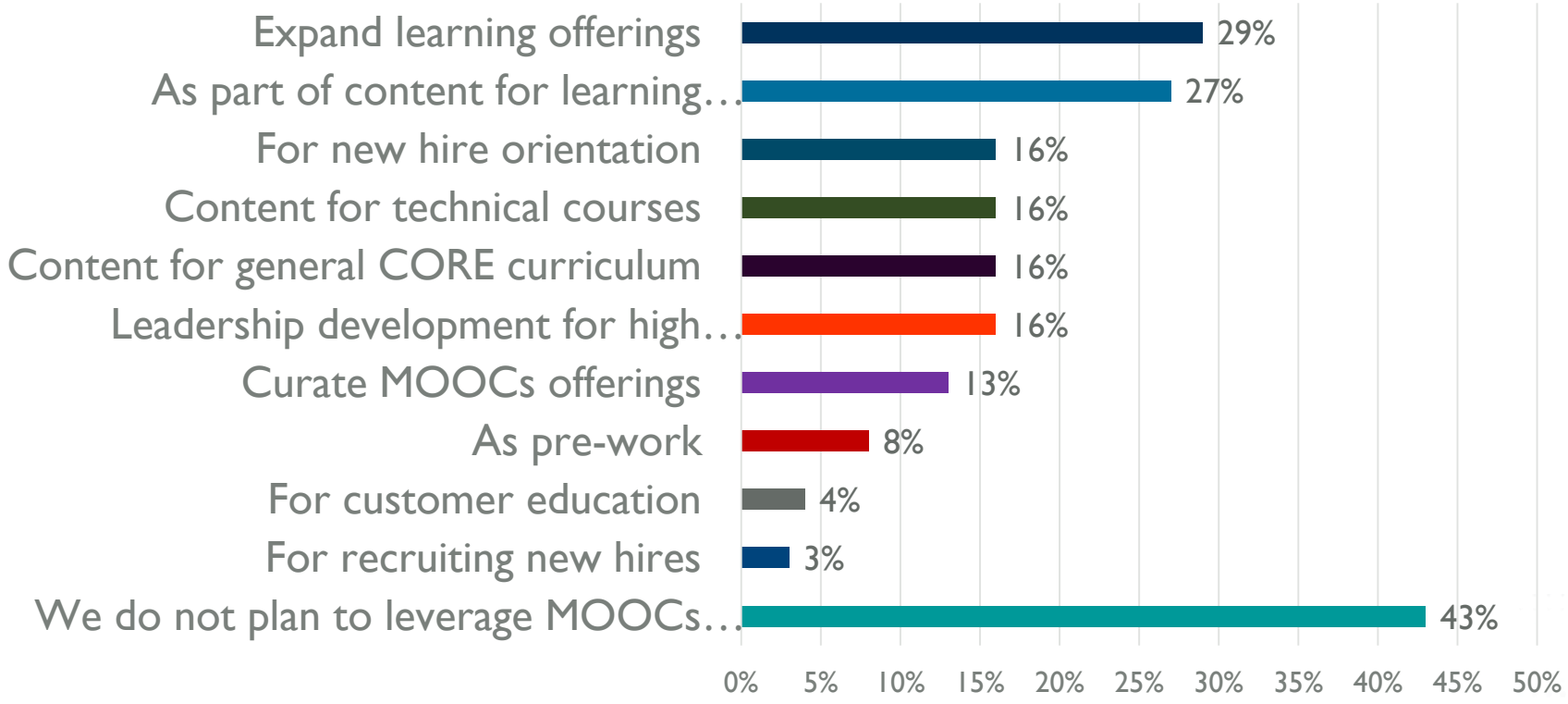
Content Curation

TREND 3

- Content curation can reduce or eliminate the need for paid off-the-shelf courses
- What competencies are fundamental to learner development?
- What capabilities does the organization promote?

Curating Content With MOOCs

How Organizations Plan to Leverage MOOCs



Your Cigna University LANDING PAGE

- **Competency-Based Learning**
- **Great Places to Learn**
- **Learning Self Service**
- **Online Books, Videos, and Periodicals**
- **Your Learning Transcript**
- **Your Upcoming Sessions**

Competency-Based Curated LEARNING

Competency Based Learning

Search Cigna University

This page contains recommended content that is external to Cigna. Use the Search Cigna University field above for a complete search of all Cigna University resources.

Title	Description	Type	Competency
.NET Design Patterns	Article presenting links to examples of a number of code patterns	Article	Technical Learning
.NET Design Patterns Tutorial for Beginners and Professionals	Article on popular design patterns. Contains links to numerous other articles and examples	Article	Technical Learning
10 Strategies for Success Abroad	Working across cultures requires a diverse skill set and a different approach from business in general. Regardless of which cultures are being bridged, certain strategies are crucial to international business success. Here are our top ten strategies for interacting with people from different cultures.	Article	Cross-Cultural Agility
10 Communication Secrets of Great Leaders	Article presenting essential Communication skills for leaders and why they are important.	Article	Directing Others
10 Effective Time Management Tips	Review this webinar that outlines the 10 effective time management tips.	Course	Priority Setting
10 Hot Careers in the Health Industry	Everyone knows that the health industry has career options that provide exceptional pay and superb stability. This article describes some hot careers in the health industry that you'll want to consider.	Article	Career Ambition
10 Steps to Effective Listening	Online Article on 10 steps to becoming a better listener. Methodology and tips.	Article	Interpersonal Savvy
10 Strategies for Overcoming Language Barriers	Language barriers are a common challenge in international business settings—and a two-way process. What native speakers often don't realize is that frequently it is not the other person's	Article	Cross-Cultural Agility

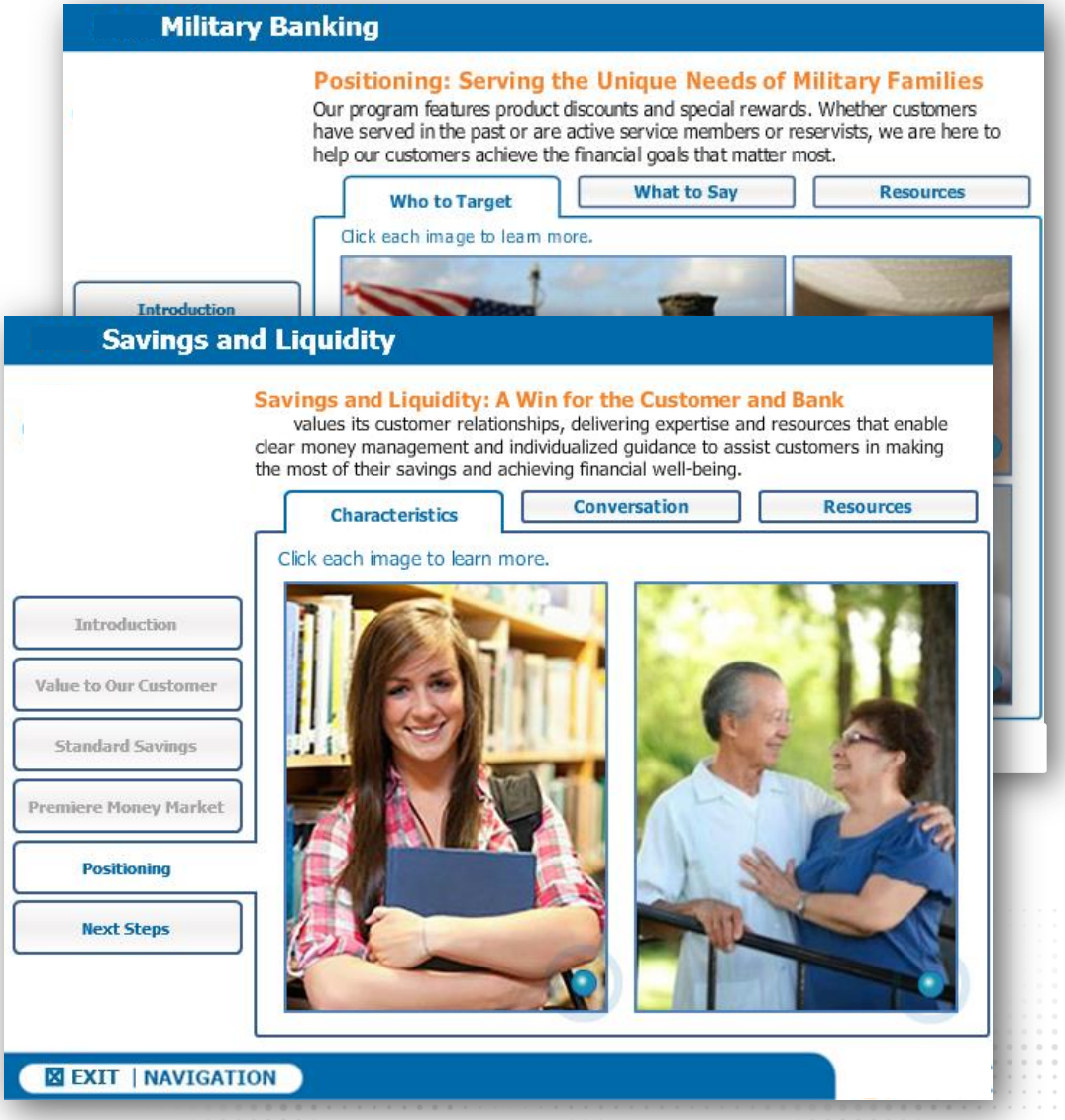
Microlearning

TREND 4

- Microlearning uses short learning bursts instead of one-hour online courses
- How long will it take me to complete this learning?

Product Learning BURSTS

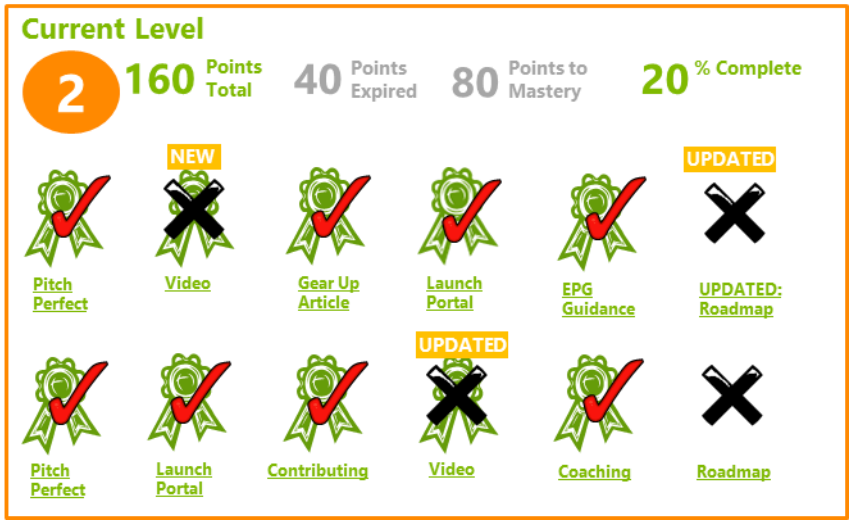
- Improve customer interactions by better positioning products
- Quick bursts of learning to fit audience
- Branded to market training
- Templated approach for speed to market

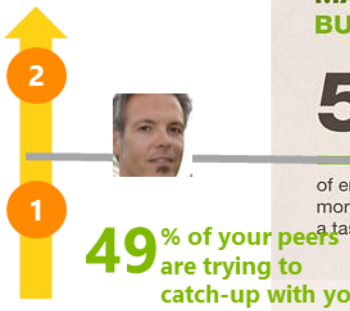


Gamification

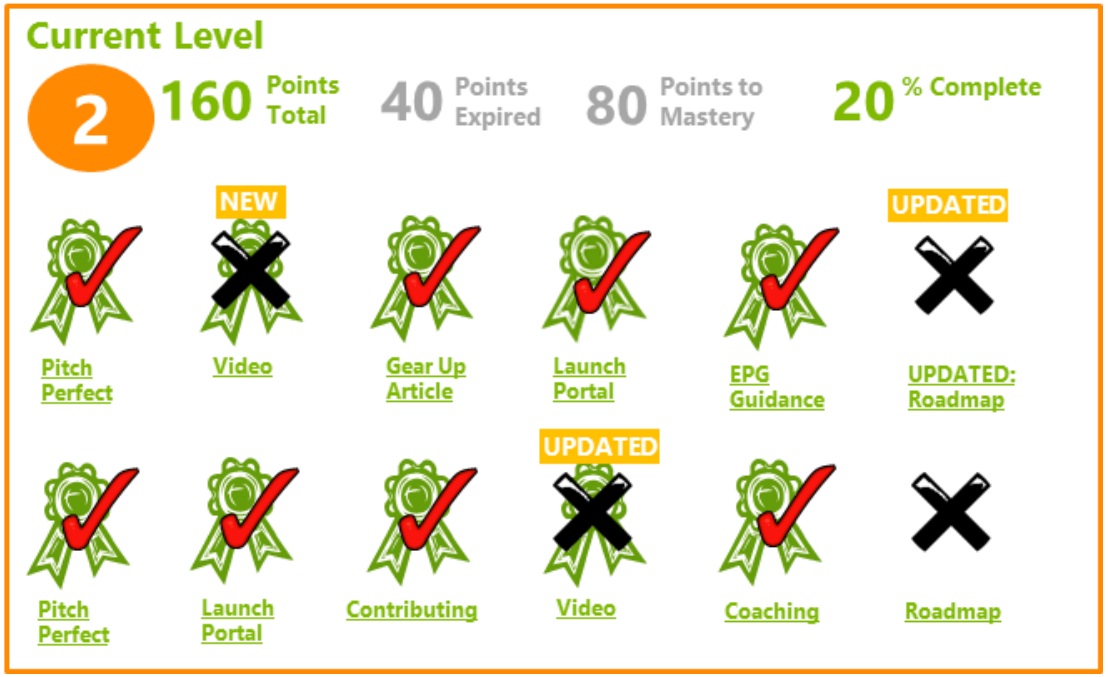
TREND 5

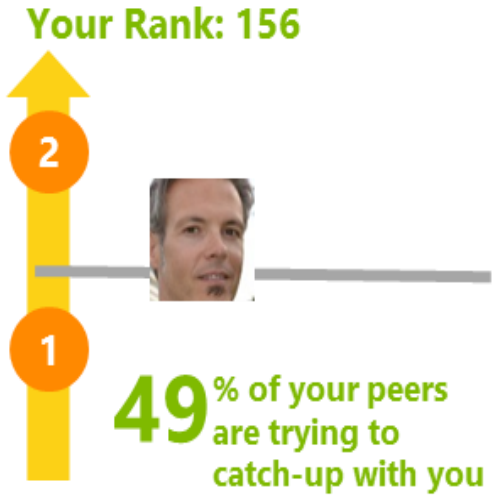
Gamification is the application of **game mechanics** to non-game environments to motivate people and change behavior





Gamification Elements





POLL

Which of the following TRENDS are you using today?

1. MOOCs
2. Videos
3. Content curation
4. Microlearning (shorter courses)
5. Gamification

Select all that apply.

Will these TRENDS take off?

6. Beacons
7. Virtual reality
8. MEMEs and VEMEs
9. Corporate learning apps

Beacons

TREND 6

- Beacons that broadcast radio signals to nearby smartphones and tablets (Estimote, iBeacon)
- What impact can beacons make on learning?

CHEVROLET

Chevrolet
1957 Chevrolet Bel Air

GP STRATEGIES™

iBeacon Hardware

Many companies are producing beacon technology. This list includes mature iBeacon product manufacturers. Check them out!

- Estimote
- Gimbal
- Onyx

METALLIC LIGHT SILVER 1966 OLDSMOBILE TORONADO

The 1966 Toronado featured what new feature?

- ○ The first Four Wheel Drive Car for GM
- ◉ The first Flip up headlights for GM
- ○ The first diesel car for GM
- ○ The first use of automatic transmission for GM

SUBMIT

Correct!
Press the back arrow to continue.

GP STRATEGIES™

Virtual Reality

TREND 7

- Virtual reality headset allows you to seamlessly look around the virtual world just as you would in real life
- Opens up a whole new world of training opportunities

MEMEs and VEMEs

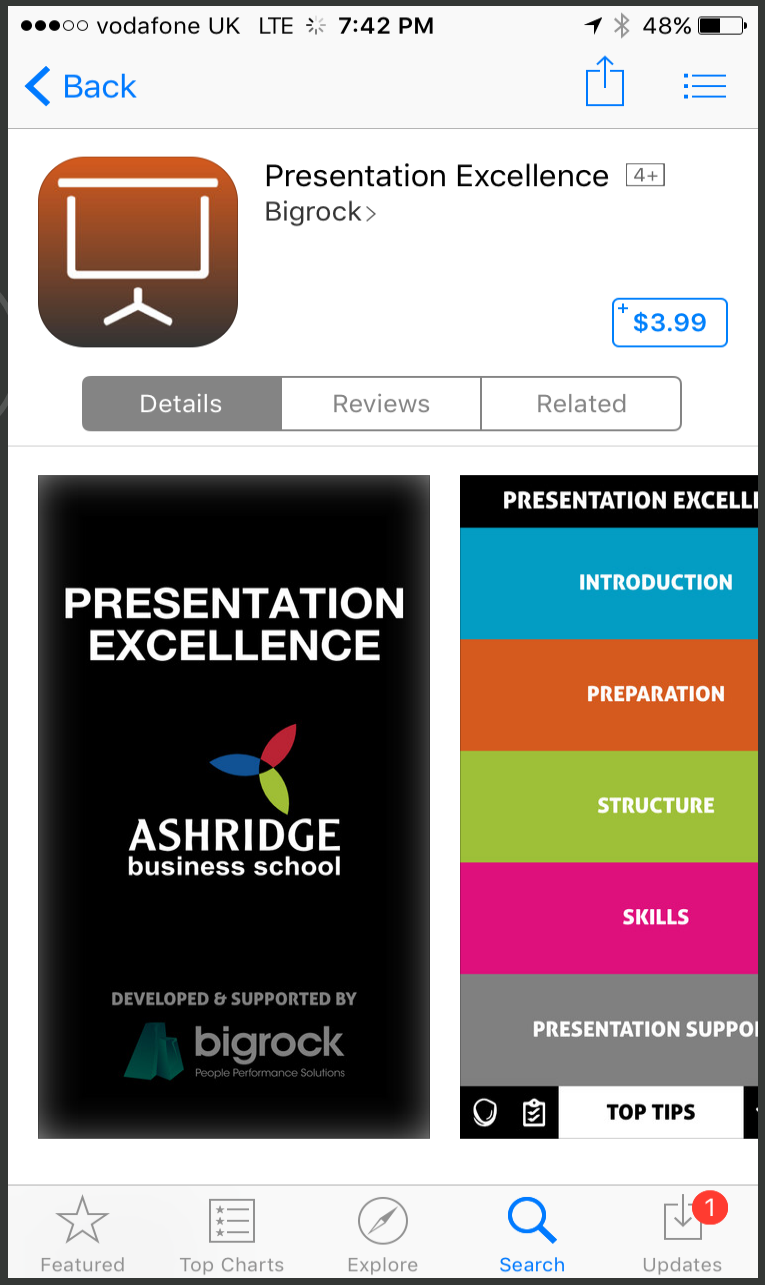
TREND 8

- A **meme** (/ˈmiːm/ *meem*) is "an idea, behavior, or style that spreads from person to person within a culture"
- How do we use these in corporate learning?

Corporate Learning Apps

TREND 9

- More than 100,000 learning apps available on app stores
- Corporate app stores?
- How do we develop, control, and use apps for learning?



POLL

Which of the following TRENDS are you using today?

6. Beacons
7. Virtual reality
8. MEMEs and VEMEs
9. Corporate learning apps

Select all that apply.

gpstrategies.com

Don Duquette

Executive Vice President, Learning Solutions

dduquette@gpstrategies.com
www.linkedin.com/in/donduquette

GP STRATEGIES™

© 2016 GP Strategies Corporation. All rights reserved. GP Strategies, GP Strategies and logo design, BlessingWhite, Rovsing Dynamics, Asentus, Information Horizons, PMC, GP Sandy, Bath Consultancy Group, Academy of Training, Martonhouse, Via Training, Beneast Training, Ultra, RWD, Communication Consulting, Option Six, Milsom, Clutterbuck Associates, PerformTech, Future Perfect, Smallpeice Enterprises, Prospero Learning Solutions, Lorien Engineering Solutions, Effective-People, Effective-Learning, GPiLEARN, GPCALCS, GPSteam, EtaPRO, and VirtualPlant are trademarks or registered trademarks of GP Strategies Corporation in the U.S. and other countries. All other trademarks are trademarks or registered trademarks of their respective owners. Proprietary to GP Strategies Corporation