



Looking Ahead: Learning Trends for 2016

February 9, 2016



The Fourth Industrial **REVOLUTION**

Navigating the next industrial revolution

Revolution	Year	What happened?
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1

1784

Steam, water, mechanical production equipment



2

1870

Division of labour, electricity, mass production
--



3

1969

The computer, electronics and the internet
--



4

?

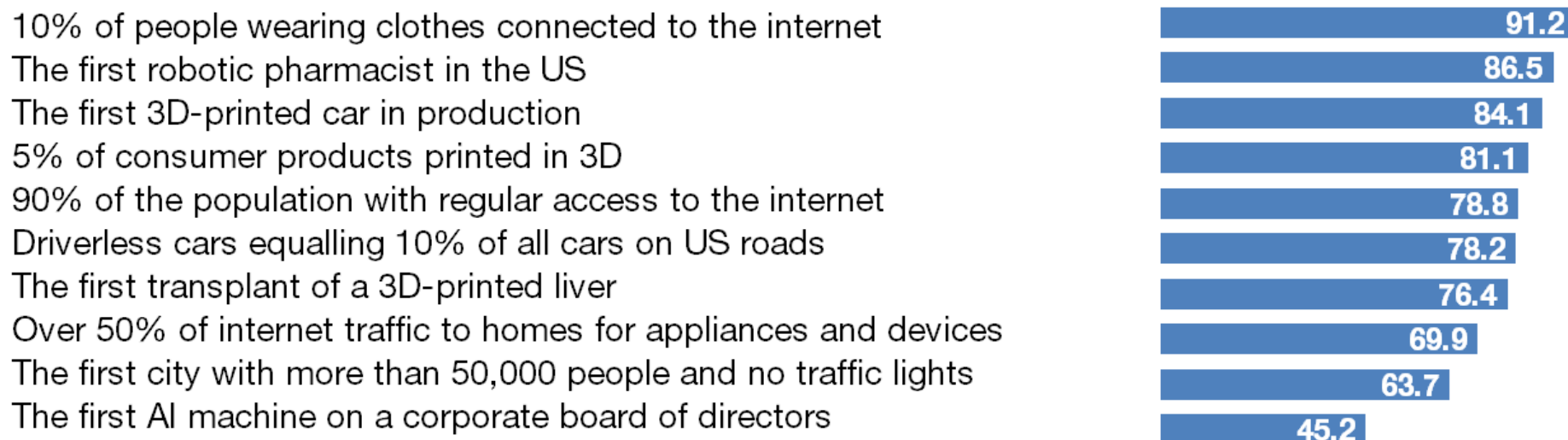
The barriers between man and machine dissolve

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

Technology tipping points expected to occur by 2025

Percentage of respondents



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

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

MOOCs

Expanding the Scope of Organizational Learning

WHITEPAPER





About This Specialization

Courses

Pricing

Creators

FAQs

Introduction to
Project Management
Principles and
Practices
Specialization

From \$69 USD

Enroll

Project Management Principles and Practices

Work Better, Together

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.

Financial Aid is available for learners who cannot afford the fee. [Learn more and apply.](#)

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**
-



INSEAD

The Business School
for the World®





Week 8: Dec 1 - Dec 7

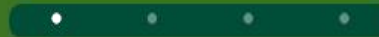


Competitive Advantage

[VIEW CONTENT](#)

Assignments

YOUR ACTIVE ASSIGNMENT
"7. Evaluating Your Customer's Financial Decisions"



ASSIGNMENT

[Start Assignment](#)



[MY ASSIGNMENTS](#)

Previous Weeks 1-7



WEEKS
1-7

[Available Here](#)

[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



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The Business School
for the World®



Videos

- 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



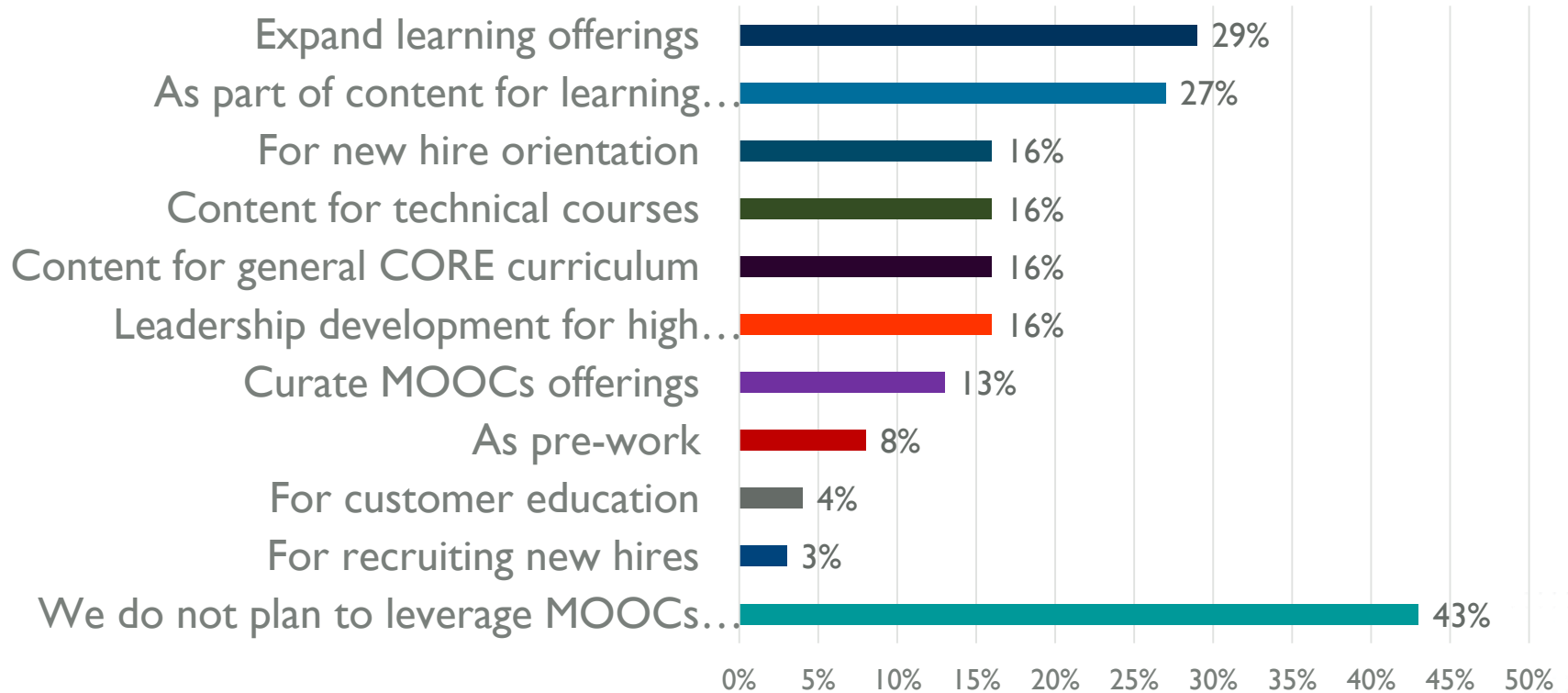
Content Curation

- 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**



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Global Phone Directory | Search: 🔍

Enterprise ▾ | Workplace & Culture ▾ | Careers & Performance ▾ | Self Service ▾

Your Cigna University

Programs | News | Events | Help | What's Trending

Your Cigna Life > English > Careers & Performance > Your Cigna University

Your Cigna University 🔍

Great Places to Learn | Your Learning Transcript Employee | Your Learning Transcript Manager

Jane Doe **Current Learning**

Learning Activity	Type	Start Date	Rating
Business Acumen	Invitation Only		☆☆☆☆☆ (2)
Customer-Centricity: Journey Mapping	Invitation Only		☆☆☆☆☆ (5)

[Edit My Profile](#)

Learning & Development Opportunities

Required Learning | Recommended Learning | What's New | Top Rated | Completed Learning

Easily find and access your required learning activities. Items you will typically find here include annual compliance, Cigna-required, or other mandated courses.

Learning Activity	Type	Due Date	Discussions	Rating
You do not have any required learning activities to complete at this time.				

- 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



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.

<u>Title ▼</u>	<u>Description</u>	<u>Type</u>	<u>Competency</u>
.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

- 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

Military Banking

Positioning: Serving the Unique Needs of Military Families
Our program features product discounts and special rewards. Whether customers have served in the past or are active service members or reservists, we are here to help our customers achieve the financial goals that matter most.

Who to Target **What to Say** **Resources**

Click each image to learn more.

Introduction

Savings and Liquidity

Savings and Liquidity: A Win for the Customer and Bank
values its customer relationships, delivering expertise and resources that enable clear money management and individualized guidance to assist customers in making the most of their savings and achieving financial well-being.

Characteristics **Conversation** **Resources**

Click each image to learn more.

Introduction
Value to Our Customer
Standard Savings
Premiere Money Market
Positioning
Next Steps

EXIT | NAVIGATION

Gamification

TREND 5

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

Current Level

2 160 Points Total 40 Points Expired 80 Points to Mastery 20 % Complete

Pitch Perfect	NEW Video	Gear Up Article	Launch Portal	EPG Guidance	UPDATED: Roadmap
Pitch Perfect	Launch Portal	Contributing	UPDATED: Video	Coaching	Roadmap

Your Rank: 156



49% of your peers are trying to catch-up with you

CREATE THOUGHTFUL EXPERIENCES THAT BALANCE COLLABORATION WITH COMPETITION



76%

of employees find praise from their peers to be extremely motivating

MAKE IT VOLUNTARY, BUT IRRESISTIBLE TO PARTICIPATE

54%

of employees indicated that they would be more likely or much more likely to perform a task if it had game elements



EMPHASIZE FEEDBACK AND PROGRESS



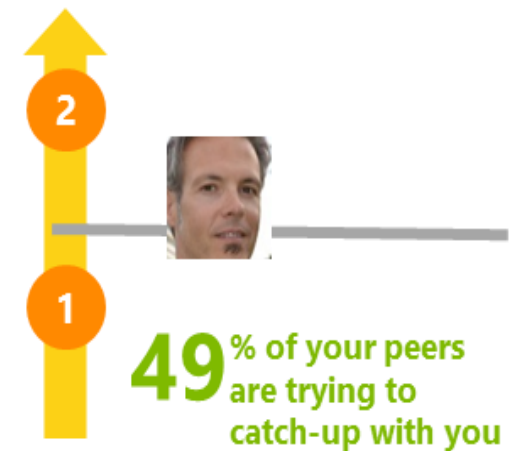
89%

of respondents said a points system would increase engagement with an e-learning application

Gamification Elements



Your Rank: 156



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?







1966 Oldsmobile Toronado

While my name sounds Spanish, it was made up by Oldsmobile in 1966.



1977 GMC Motorhome

Find the only vehicle here that sleeps 6 and has a microwave.



1903 Curved Dash Model R (Oldsmobile)

I am one of the oldest vehicles in the place.



1967 Chevy Astro

This is not your mom's Chevy Astro; it was designed in the 60s for aerodynamics.



East Wall of Ads

Did you notice the Wall of advertising when you first came in? It was on your right.



2007 Chevrolet Tahoe

Imagine a time when no one will be in the front seat. Now, go find me.



2015 Buick Avenir

I am the newest vehicle in the place.



1918 Chevrolet Series D Chummy

I was Chevy's first overhead valve V8 engine and I featured mahogany woodwork.



2002 Chevrolet Camaro

Head over to The closest thing to a 'Vette yet!



1931 Cadillac

I am old, two-tone, and my generous original owner, Augusta Little, donated me to the Heritage Center.



1963 Silver Sting Ray

I am silver and I glide, but I am not a plane. My namesake is found in the ocean.



1977 Pontiac Trans Am

Go find Smokey and the Bandit!



1962 Bel Air

The Beach Boys loved me; in fact, a 1961 version of me was a muse for one of their greatest hits.



Truck with BRA SIL In grill

I was manufactured in the nation which will host the 2016 Summer Olympics.



1964 Pontiac Tempest LeMans GTO

Head to the Pontiac vehicle that started the muscle car era.



1959 Cadillac El Dorado

Find the car whose translated name from Spanish is 'The Golden One.'



Rocket light up sign

Look for the rocket, and we're not talking about a car.



2003 Chevrolet SSR

I was the actual pace vehicle for the 2003 Indianapolis 500.



1945 GMC AFR-522

I boast the largest fuel tank in the collection.



Large touring bus

Go to the largest vehicle on display in the Heritage Center.

iBeacon Hardware

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

- Estimote
- Glimbal
- 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.*

Virtual Reality

- 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

- 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?

Let's eat grandma!

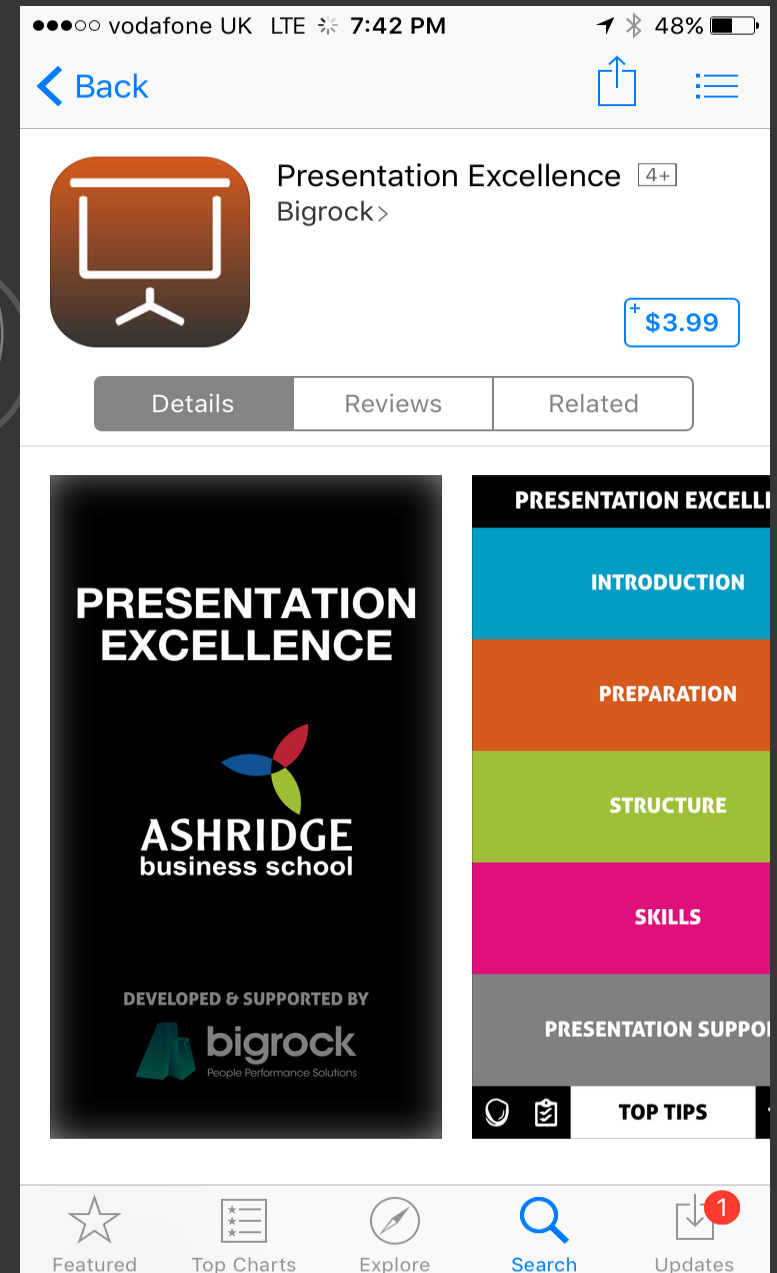


Let's eat, grandma!

**PUNCTUATION
SAVES LIVES!**

Corporate Learning Apps

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

Select all that apply.





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