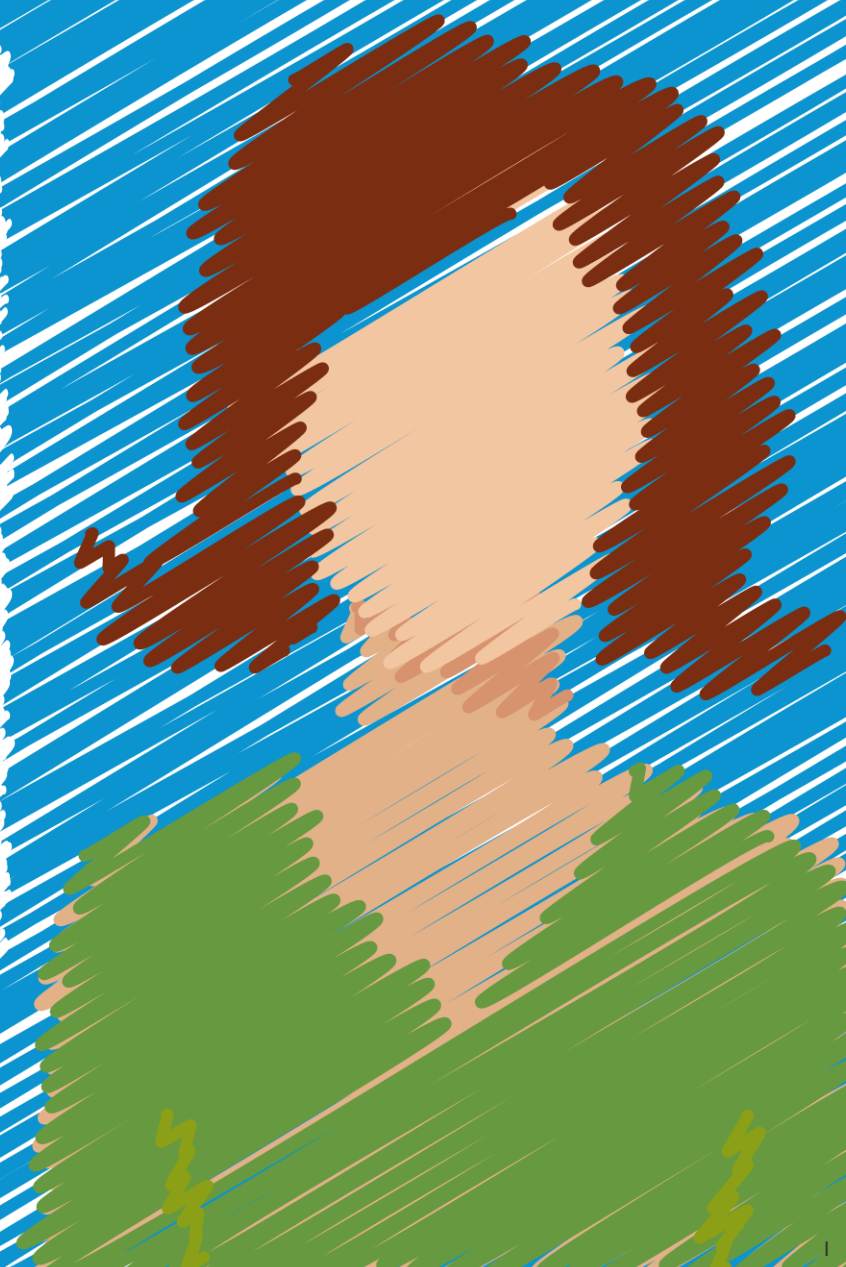


Coloring Outside the Lines of Your Learning Strategy



Sheri D. Weppel
Director of eLearning
and
Training Development

On Twitter?



Expand the conversation by following [@GPCorp](#) using the hashtag [#GPWebinar](#)

Sharpen Our Techniques

Assess learners without multiple choice

Add gaming to my learning strategy

Deploy a blended learning solution

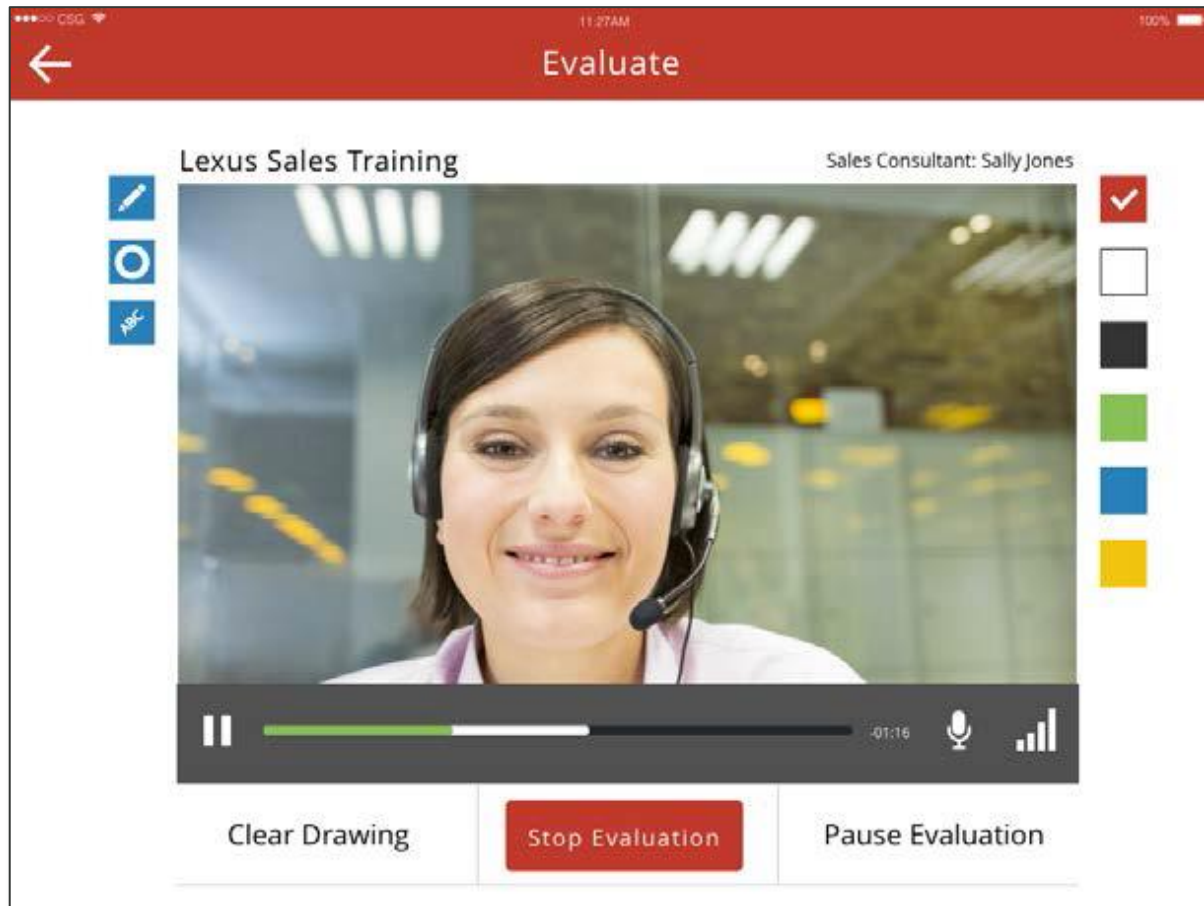
Deploy just-in-time training

Measure and track learner data

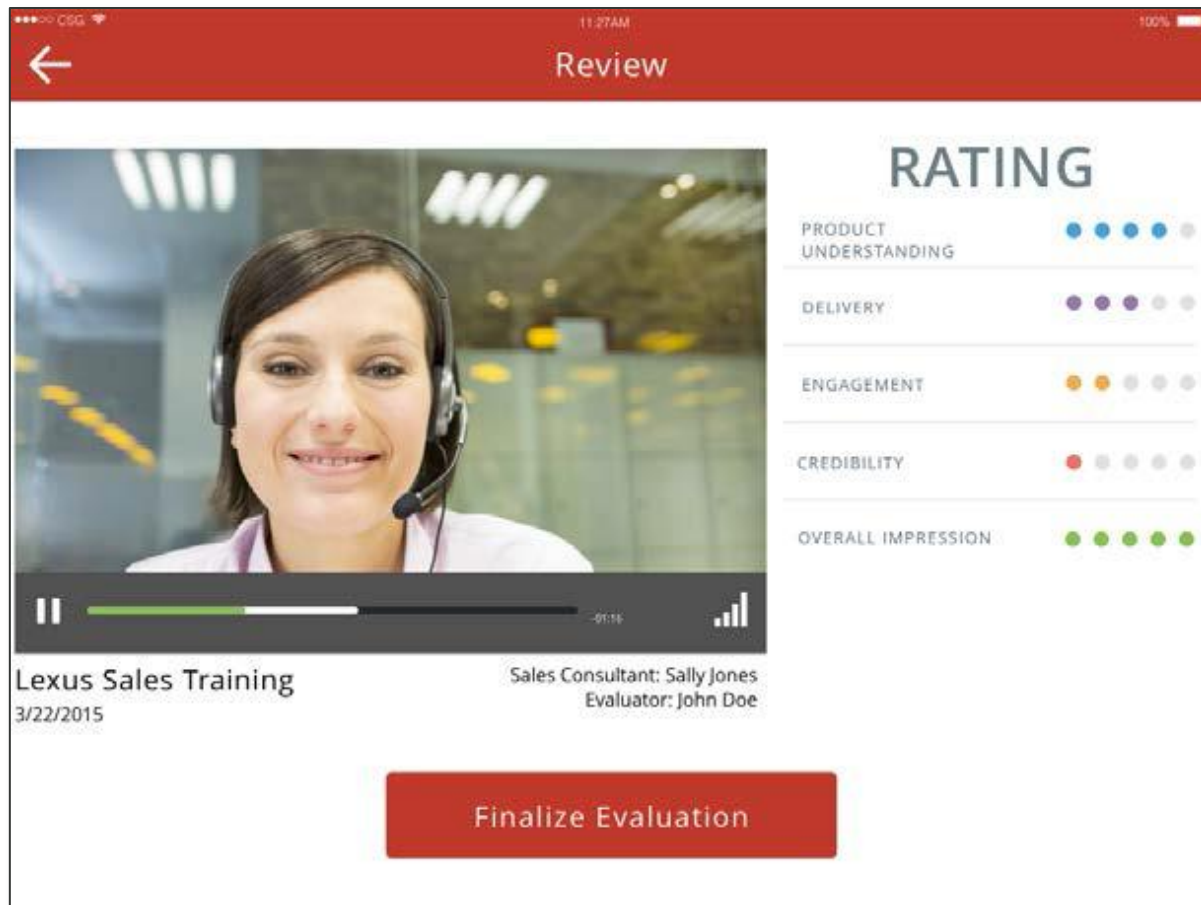
How do I assess
my learners
without using
multiple choice
items?



Annotated Video Feedback



Star-Based Rating System



Formal Quantitative Assessment

Play

Manager Evaluation of Learner Performance

Pre-Employment Onboarding

Overall

	T	F
1. I have evaluated this learner before	<input type="radio"/>	<input type="radio"/>
2. The employee demonstrates behaviors that are appropriate for their job role.	<input type="radio"/>	<input type="radio"/>

Behaviors

	Excellent	Good	Average	Needs Improvement	Needs Serious Improvement
3. I would rate the employee on their attitude as	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I would rate the employee on business focus as	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I would rate the employee on willingness to help others as	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other Comments

6. Other comments about this employee you would like to enter at this time.


Sharpen Our Techniques

Record a learner's performance

Asynchronous just-in-time feedback

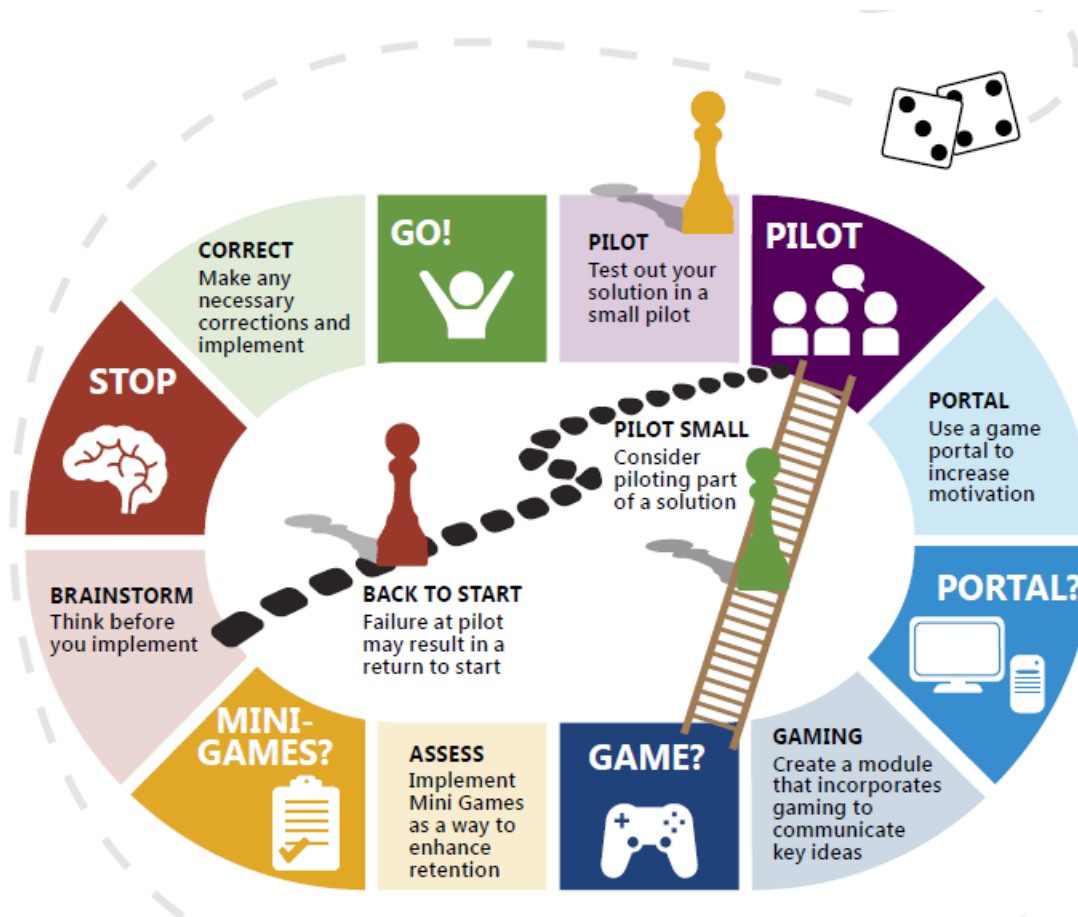
Star ratings for major categories

Formal quantitative feedback



How do I add gaming to my learning strategy and be successful?

Gaming Strategy



Mini-Games for the WIN

Section 2

MINI-GAMES

- Dismiss Go Big or Go Home methodology
- Replace standard assessments with game-based assessments
- Reduce “guessing” assessment strategy (just choose Option C)

MINI-GAMES?

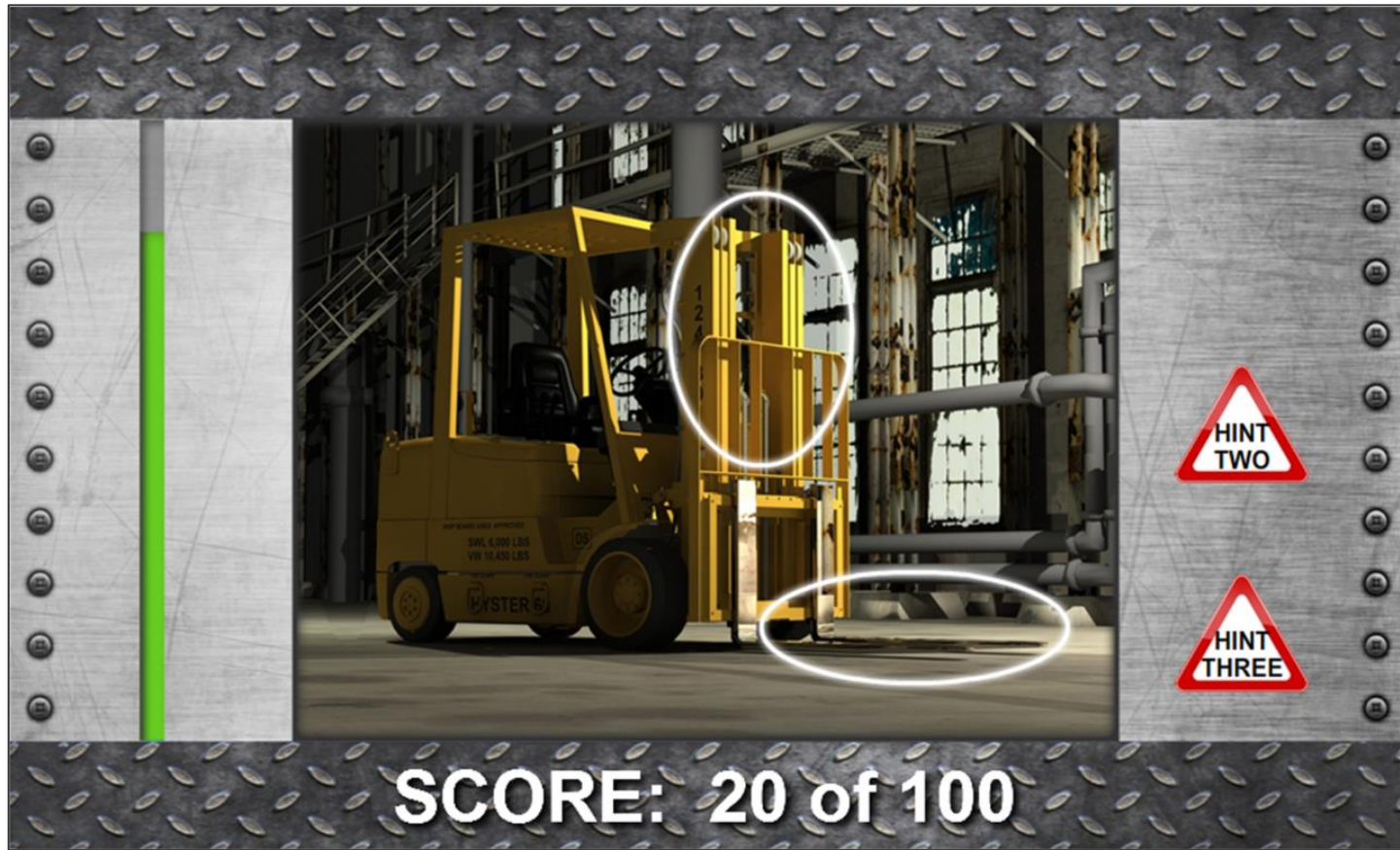


ASSESS
Implement
Mini-Games
as a way to
enhance
retention

A New Take on “Select All That Apply”



A New Take on “Select All That Apply”



Sharpen Our Techniques

Choose your level of engagement

Mini-games are a great start

Multiple choice in scenario

Add scoring and timing for a challenge

How do I deploy a blended learning solution?



Focus Learning on the Job

The screenshot displays the GPiLEARN application interface. At the top left is the GPiLEARN logo with a notification bell icon. The user's name, Paula Gatto, is shown at the top right. A navigation bar includes 'Home', 'Catalog', 'My Learning', and 'Reporting'. The main content area is titled 'My Job Roles' and features a filter for 'Job Role Status' with options for 'All', 'Active', and 'Inactive', along with 'Search' and 'Clear' buttons. Below this is a table for job roles, showing one entry: 'Plant Operator (AO)' with a start date of 'Feb-07-2016' and a progress indicator of '26 Completed'. A section titled 'Licenses & Qualifications' contains a table with columns for 'Course Name', 'Required Status', 'Current Status', 'Completed Date', and 'Action'. Three items are listed: 'Tertiary Qualification', 'Health Board Medical Certificate', and 'Forklift License', all with a 'Required Status' of 'Active' and a 'Current Status' of 'None'. Each item has an 'Add Document' button.

GPiLEARN Paula Gatto

Home Catalog **My Learning** Reporting

My Job Roles

Job Role Status: All Active Inactive



Job Role Name	Start Date	End Date	Status
Plant Operator (AO)	Feb-07-2016		26 Completed





Licenses & Qualifications

Course Name	Required Status	Current Status	Completed Date	Action
Tertiary Qualification	Active	None		<input type="button" value="Add Document"/>
Health Board Medical Certificate	Active	None		<input type="button" value="Add Document"/>
Forklift License	Active	None		<input type="button" value="Add Document"/>


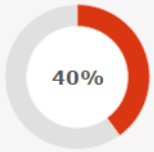
Focus Learning on the Topic

The screenshot displays the GPiLEARN interface. At the top left is the GPiLEARN logo with a notification bell icon showing 1 alert. The user's name, Paula Gatto, is in the top right. A navigation bar includes Home, Catalog, My Learning, and Reporting. The main content area is titled 'My Learning Paths' and features a card for the 'Corporate New Hire Learning Path'. This card shows a start date of Feb-25-2016, a due date of Apr-10-2016, and a 40% completion progress indicator. Below the main card are three sub-modules, each with its own progress indicator: 'Corporate Orientation' (0%), 'Behavior in the Workplace' (50%), and 'Fossil Plant Fundamentals' (100%).

GPiLEARN  Paula Gatto 

Home Catalog  My Learning  Reporting  




[My Learning Paths](#)

 **Corporate New Hire Learning Path** Unenroll 

Start Date: Feb-25-2016 Due Date: Apr-10-2016

Hide All

for all company new hires.

- ▶ **Corporate Orientation**
All Mandatory (2)
Description 
- ▶ **Behavior in the Workplace**
All Mandatory (2) 
- ▶ **Fossil Plant Fundamentals**
All Mandatory (1) 

Gamification With an Escape Route

THE LITTLE WORLD OF INDUCTION

LARRY
SETTINGS
HELP
LOG OUT

CURRENT LOCATION: **READY STEADY GO!**

400 PTS
32/50

BEGIN THE JOURNEY

WOW! GREAT JOB. YOU'VE COMPLETED ALL THE LOV MODULES. CHECK YOUR STATUS.

ALL MESSAGES 15 NEW

MY LEARNING PATH **MY AWARDS** **MY WORKBOOK**

LOV Boat
All Aboard! Today we sail on the sea of LOV!

THE LITTLE WORLD OF INDUCTION

LARRY
SETTINGS
HELP
LOG OUT

CURRENT LOCATION: **READY STEADY GO!**

400 PTS
32/50

BEGIN THE JOURNEY

WOW! GREAT JOB. YOU'VE COMPLETED ALL THE LOV MODULES. CHECK YOUR STATUS.

ALL MESSAGES 15 NEW

MY ACHIEVEMENTS

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Pellentesque tincidunt ante in viverra luctus. Etiam at porttitor justo, id tristique augue.

AWARDS

FILTER BY: All

LEADERBOARD


CLASS	LAST QUARTER	ALL TIME
POS	PARTICIPANT	PTS
1st	Larry	400
2nd	Leanne	20

Sharpen Our Techniques

Organize training by job role

Organize by topic

Gamification with an LMS backend

A stylized illustration of a man with dark hair, wearing a blue suit jacket, a white shirt, and an orange tie. He is shown from the chest up, looking towards the right. A white speech bubble with rounded corners is positioned to his right, containing the text 'How do I deploy just-in-time training?'. The background consists of green diagonal lines.

How do I deploy
just-in-time
training?

Video Portal

Improved Learner Experience - Efficient Administration - Powerful Executive Metrics
A powerful new learning management system combined with industry-specific content and customization to meet your unique needs.

Video Portal

GPiLEARN+ A Blended Learning Program that Delivers Results

General Information
Infomercial

This video will introduce you to the GPiLEARN+ product line and give you more information about the exciting updates we have coming in the months ahead.

categories

- General Information
- Administrator
- Manager
- Navigation
- Learner

General Information

1-1 of 1

Search

GPiLEARN+
A Blended Learning Program that Delivers Results

GP STRATEGIES

1:55

Infomercial

AT&T LTE 2:14 PM 69%

videos.gpilearnplus.com

- Manager
- Navigation
- Learner
- Reporting
- Certification

General Information

Search

1-1 of 1

GPiLEARN+
A Blended Learning Program that Delivers Results

GP STRATEGIES

1:55

Infomercial

Easily Tag for Searching

The screenshot displays the Brightcove VideoCloud interface. The top navigation bar includes 'HOME', 'UPLOAD', 'MEDIA' (highlighted), 'PLAYERS', 'ANALYTICS', 'LIVE', 'GALLERY', and 'AUDIENCE'. On the right, there are links for 'Legacy Studio', '2 SUPPORT', 'GP STRATEGIES', and the user name 'Sheri Weppel'.

The main content area is split into two panels:






- VIDEO INFORMATION:** Contains fields for 'Name *' (filled with 'Infomercial'), 'ID' (4802415989001), 'Short Description' (filled with 'This video will introduce you to the GPiLEARN+ product line and give you more information about the exciting updates we have coming in the months ahead.'), 'Tags' (filled with 'gplearn+' and 'general'), 'Ref ID', 'Related Link URL', and 'Related Link Text'.
- IMAGES:** Features an 'Edit' button and instructions: 'For best results, use JPG or PNG format with a minimum width of 640px for video stills and 160px for thumbnails. Aspect ratios should match the video, generally 16:9 or 4:3. [Read More](#)'. Below this is a 'Video Still' section with a large image showing the text 'GPiLEARN+ A Blended Learning Program that Delivers Results' and the 'GP STRATEGIES' logo. A 'Thumbnail' section below shows a smaller version of the same image.

Easily Create Playlists

The screenshot displays the Brightcove VideoCloud interface. The top navigation bar includes links for HOME, UPLOAD, MEDIA (highlighted), PLAYERS, ANALYTICS, LIVE, GALLERY, and AUDIENCE. On the right, there are options for Legacy Studio, SUPPORT, GP STRATEGIES, and the user name Sheri Weppel.

The left sidebar shows a list of VIDEOS (50 total) and PLAYLISTS. The selected playlist is "GPILEARN+ Administrator".

The main content area shows a playlist titled "GPILEARN+ Administrator" with 7 videos and ID 4809655428001. Below the title are buttons for "Remove From Playlist", "Edit Settings", "Publish", and "Quick Edit".

<input type="checkbox"/>	Play Order	Video	Name	Status	Updated	Reference ID
<input type="checkbox"/>	1		Create a Learning Path 4810968233001	✓	3/22/2016 11:26 AM	
<input type="checkbox"/>	2		Import WBT Content 4810962671001	✓	3/22/2016 11:27 AM	
<input type="checkbox"/>	3		Create a Certification Offering 4805885049001	✓	3/22/2016 11:25 AM	
<input type="checkbox"/>	4		Targeting a Learning Path 4810962653001	✓	3/22/2016 11:27 AM	
<input type="checkbox"/>	5		Create a Self Paced Offering 4810962647001	✓	3/22/2016 11:27 AM	

At the bottom right of the video list, there are navigation controls showing page 1 of 1.

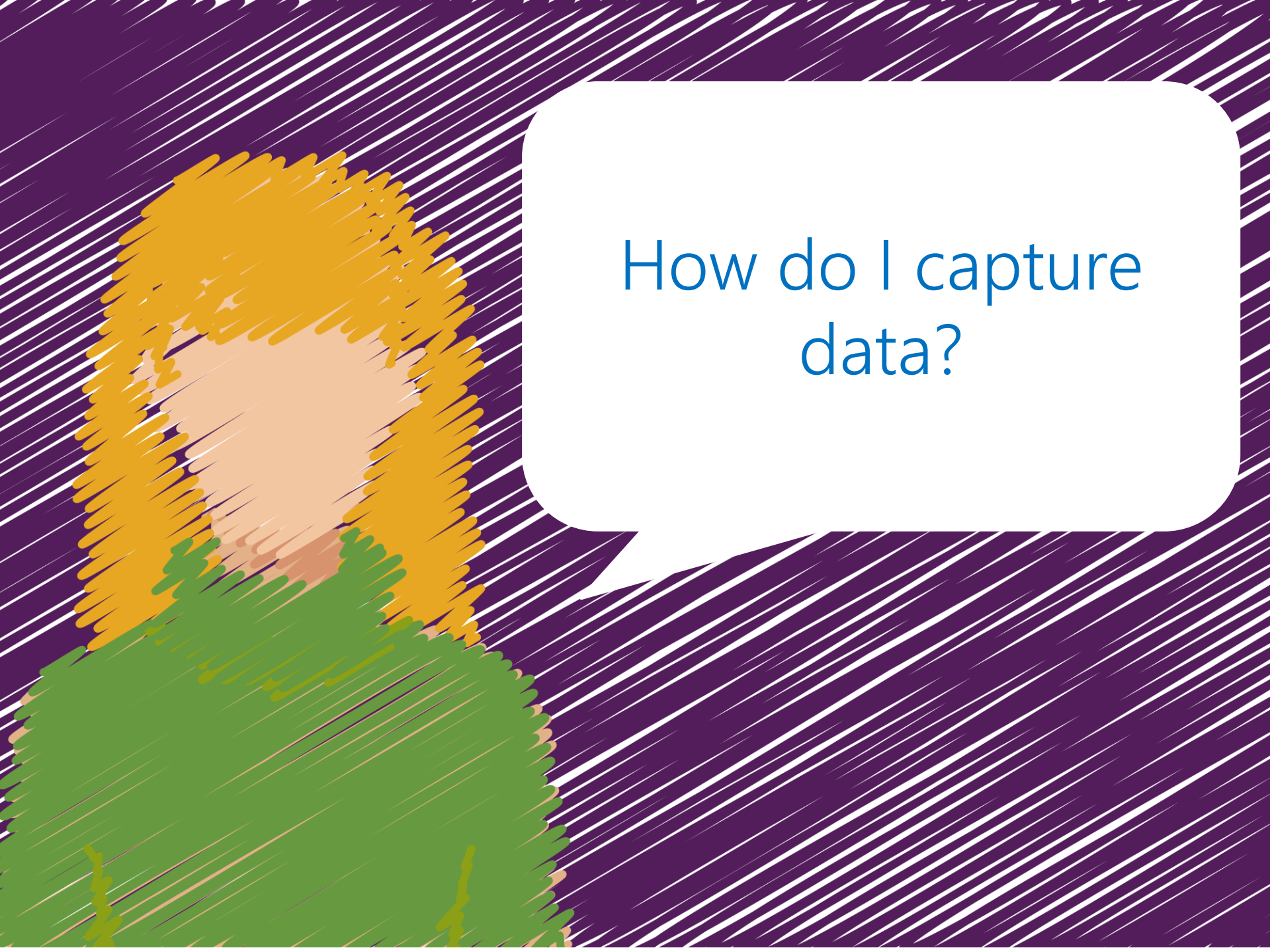
Sharpen Our Techniques

Use an LMS when appropriate

Ensure mobile capability

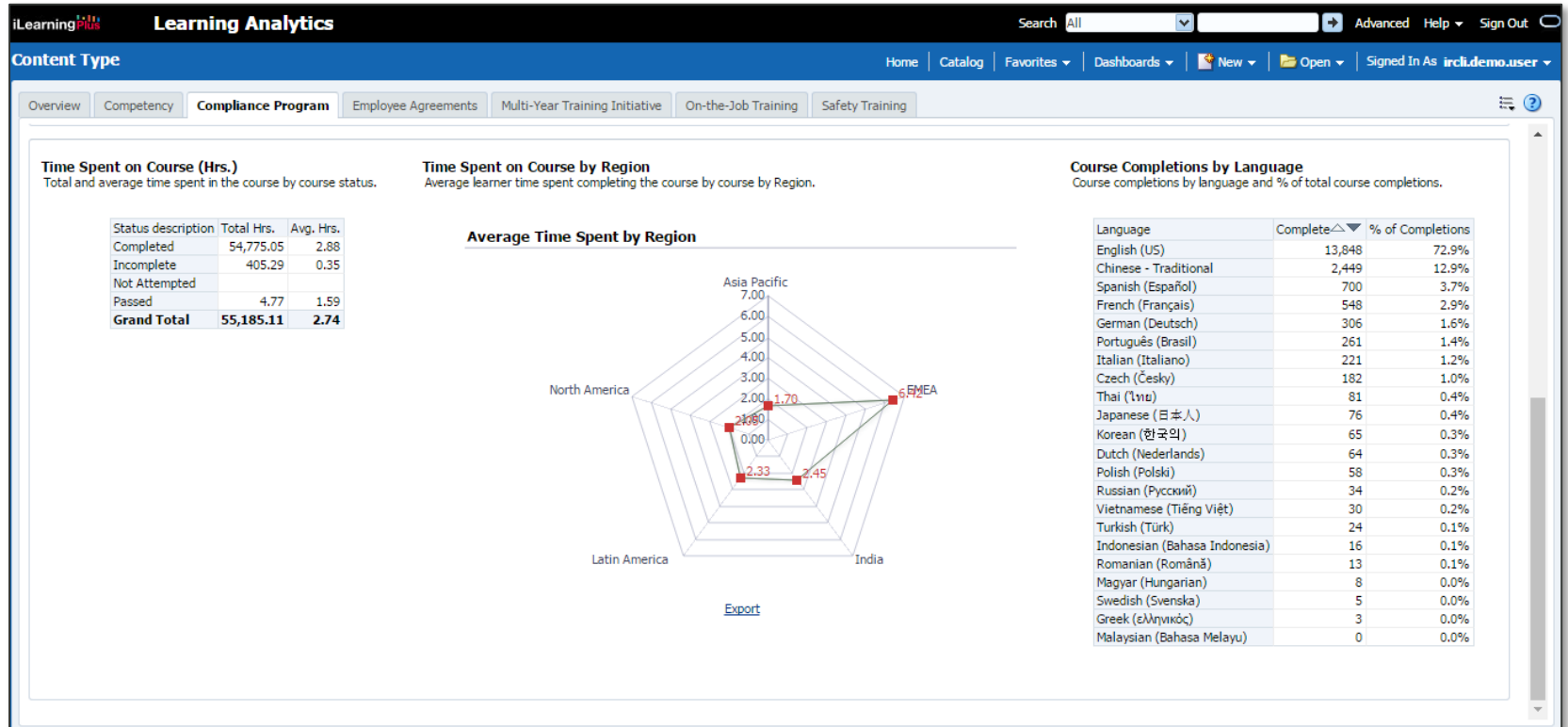
Use tags for searching

Use playlists by role

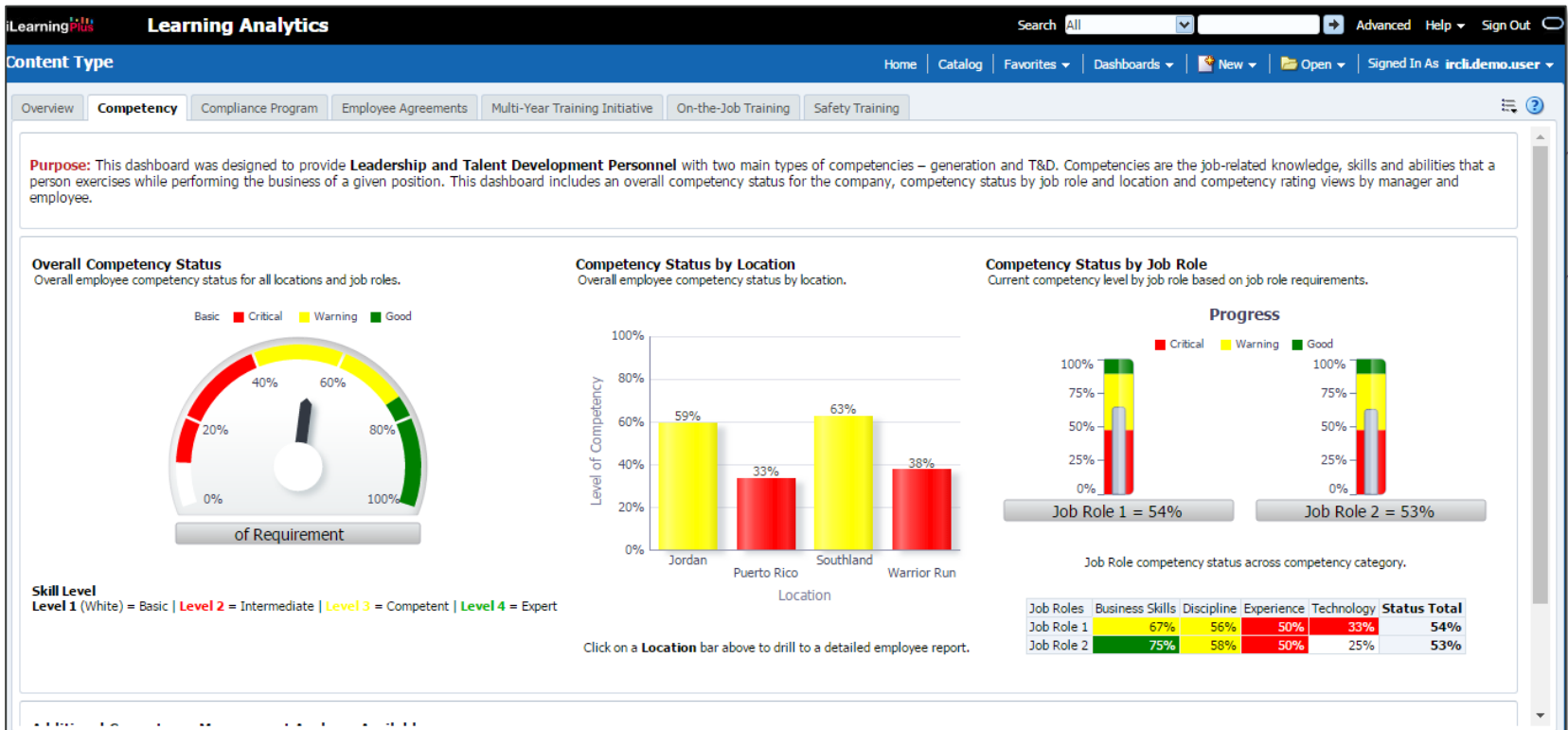


How do I capture
data?

Completion by Language



Competencies



Nothing

**Measurement
Isn't Always
Needed**

Sharpen Our Techniques

A purple pencil with a wooden eraser and a sharp lead tip, pointing to the right. The pencil is positioned horizontally, with the text 'Measure to make decisions' written in white on its purple body.

Measure to make decisions

A purple pencil with a wooden eraser and a sharp lead tip, pointing to the right. The pencil is positioned horizontally, with the text 'Measure what matters' written in white on its purple body.

Measure what matters

A purple pencil with a wooden eraser and a sharp lead tip, pointing to the right. The pencil is positioned horizontally, with the text 'Don't track if you won't use the data' written in white on its purple body.

Don't track if you won't use the data

Review the Finer Points



The Finer Points



Video-based assessment tools



Mini-games



Role- or topic-based learning paths



Video deployment portal



Measure information you can use

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and Training
Development

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Phone 484.949.1354

Twitter: @Weppels



GP
STRATEGIES™