



Forecasting Success: Learning Trends for 2018



Knowledge. Performance. Impact.

Presenter INFORMATION

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2018



- Digital Learning
- Micro-learning
- Adaptive Learning
- Augmented and Virtual Reality
- Corporate MOOCs

Digital Learning

- Digital learning means bringing learning into work
- It is not a **type** of learning but a **way** of learning



Top Navigation includes Browse, Podcasts, Podcasters, Most Popular, Uploaded Podcasts, Reward Information, Help Central, and FAQs

Search
Functionality

Key Ad
Placement

View by What's
New, Rating,
Downloads, or
Title

Tag Cloud
Rotation

Rotating
Banners

View Top-Rated
Podcasts

Date & Number
of Downloads

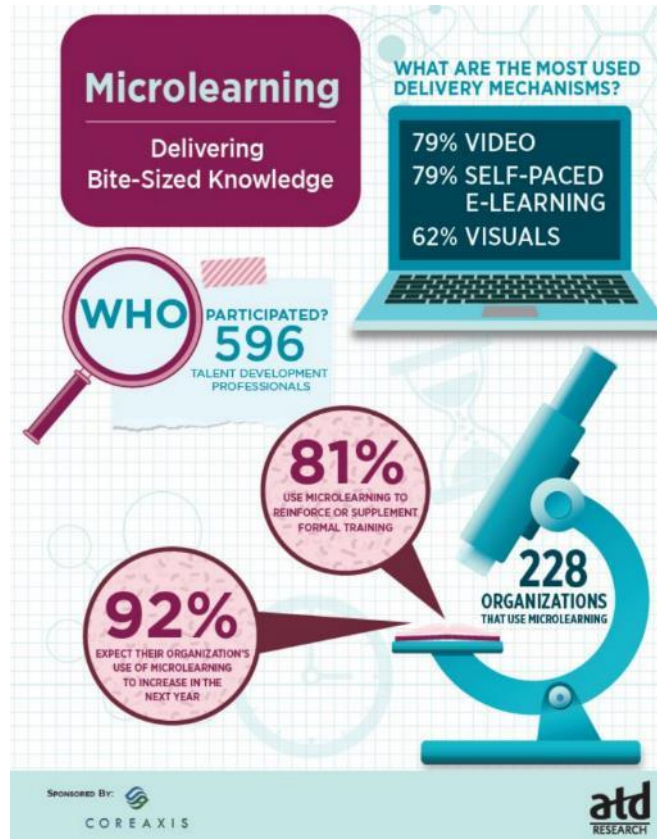
The screenshot shows the AcademyMobile website. At the top, a navigation bar includes links for Browse, AcademyLive, Podcasters, Most Popular, Upload Podcasts, Rewards, and Help Central. Below the navigation bar is a 'Welcome' section with a search bar and a 'Select Channels' dropdown. A rotating banner at the top features three ads: 'SharePoint Win in Competitive Account - Teradyne', 'TechReady Best-Bites on Academy', and 'What's New in the Next Release of BPOS-D?'. Below the banner, there's a 'Start typing filter...' section with tabs for 'What's New', 'Rating', 'Downloads', and 'Title'. A 'Tag Cloud' is visible on the left, listing terms like 'Business Insights', 'Agile', 'Windows', '7 Azure', 'MGXFY10', 'Office 2010', 'Windows', 'Cloud Platform', 'Social Media', and 'BLOB Low-Cost Computing'. The main content area displays a list of podcasts, each with a star rating, title, author, and date. For example, 'SQL Server 2008 Elevator Pitch - DATE and TIME' by Buck Woody, dated 04/02/2010, has 1 download. Other podcasts include 'Episode V - Bryan Belmont Discusses the Premier...', 'Office 2010 vs. Google Apps', 'Inbox to Zero - 4 Min Version', and 'Best practices for delivering SQL Server Consol...'. The bottom of the page shows a row of smaller podcast thumbnails.

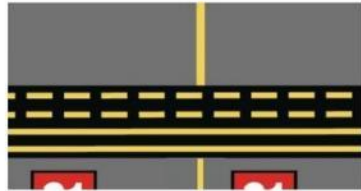
Micro-learning

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



Micro-learning ATD RESEARCH

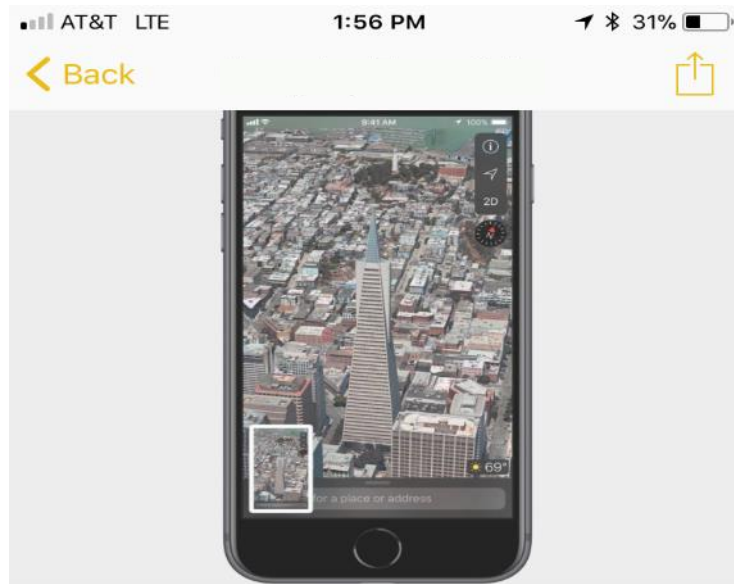




Runway Holding Position Markings on Taxiways (Taxiway Perspective)

A yellow surface-painted marking on a taxiway, typically collocated with a red and white runway holding position sign, indicates that an aircraft or vehicle must stop at the double solid lines until cleared to cross by ATC. This marking may also be seen on a runway, or with a taxiway approach hold sign, in which case ATC will provide appropriate hold short instructions.

Ref. AIM Para. 2-3-5-a-1



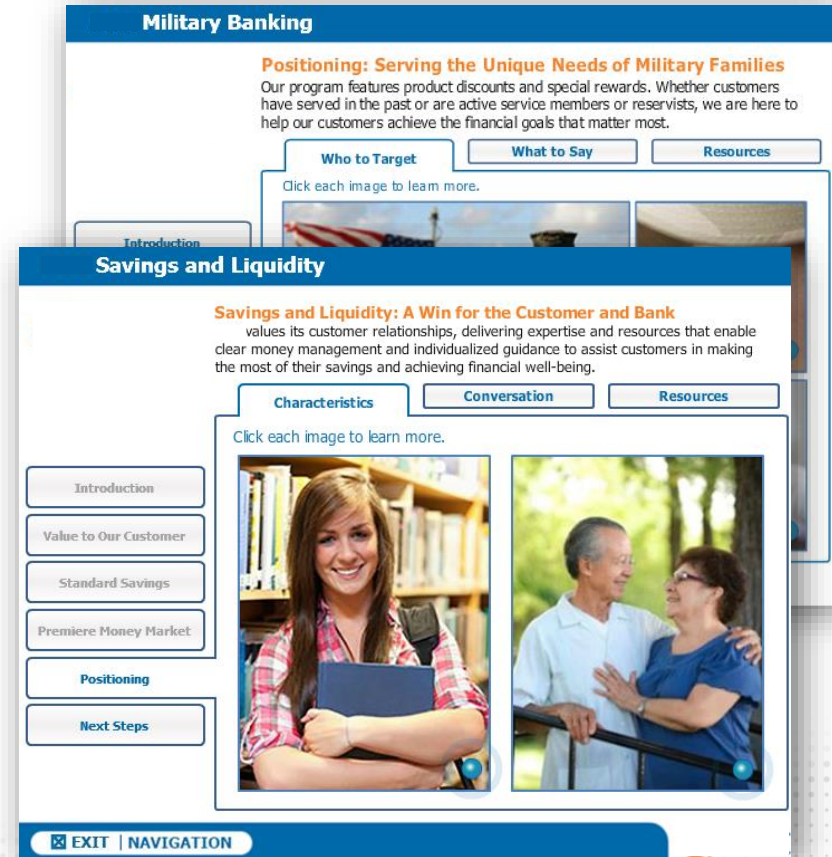
11

Take a screenshot

Press the Home and Sleep/Wake buttons at the same time. The picture is saved to the Screenshots album in Photos.

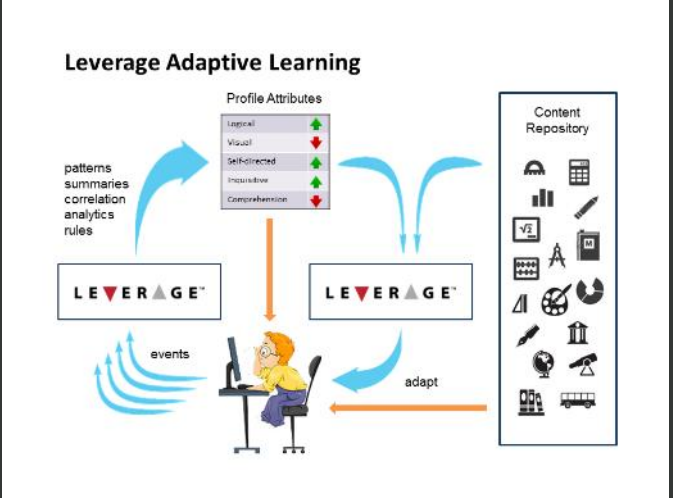
Short COURSES

- Improve customer interactions by better positioning products
- Quick bursts (3 to 5 minutes) of learning to fit the audience
- Branded to market training
- Templated approach for speed to market

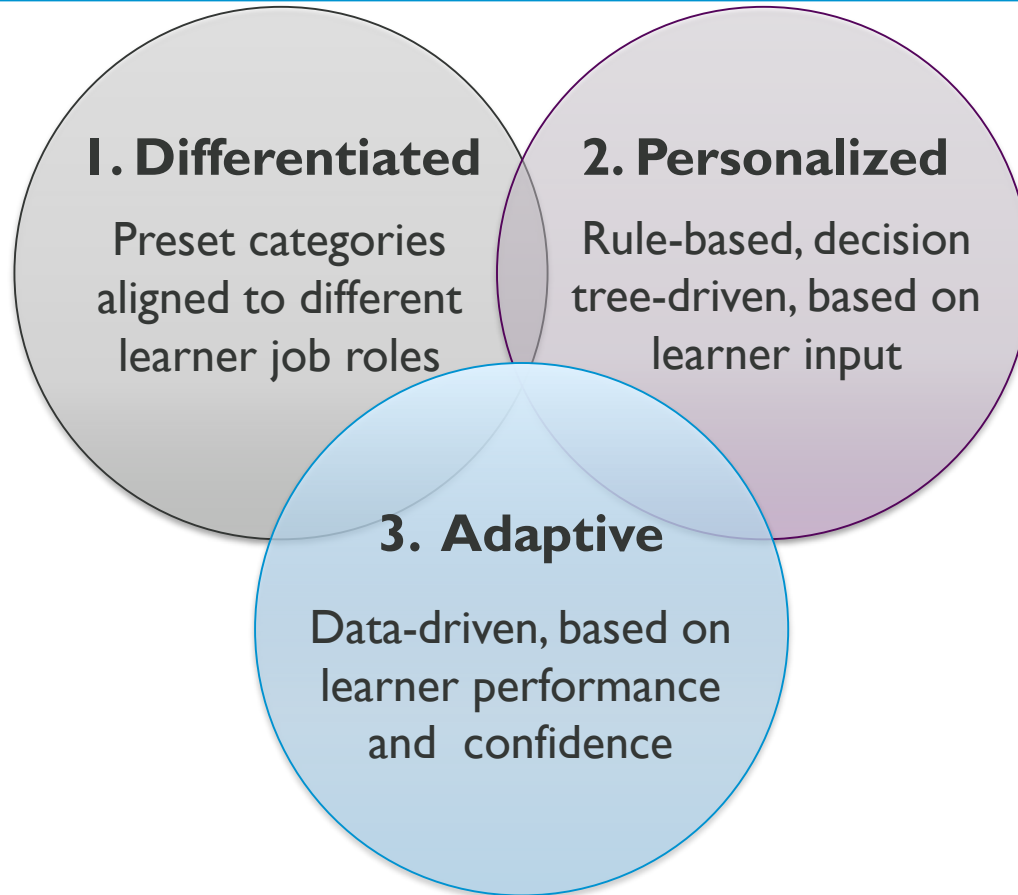


TREND 3

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Different Types of Learner-Centric **APPROACHES**



Adaptive Learning PLATFORM



Personalization

The screenshot shows a web-based interface for a course titled "Antitrust and Fair Competition". At the top, there is a navigation bar with nine icons: scales of justice, a gavel, a document, a globe, a group of people, a double-headed arrow, gears, a lightbulb, and a speech bubble. To the right of these icons is a share icon. Below the navigation bar is a dark blue bar containing a menu icon, a back arrow, the text "1 of 65", and a forward arrow. On the left side of the main content area, there is a sidebar with a "Pre-Test" button. The main content area displays a welcome message: "Welcome to the **Antitrust and Fair Competition** course. Answer the questions below to get a personalized learning path through the course that's based on what you need to know." Below this message is a large blue rectangular box with a gavel icon at the top. Inside the box, the question "Do you work in the Legal Department?" is displayed. At the bottom of the box are two buttons: "Yes" and "No". The box has a 3D effect with multiple colored layers (blue, green, orange) visible on its right side.

Pre-Test

Welcome to the **Antitrust and Fair Competition** course. Answer the questions below to get a personalized learning path through the course that's based on what you need to know.

Do you work in the Legal Department?

Yes No

Personalization

The screenshot shows a presentation application window. At the top, there is a navigation bar with five icons: a scale of justice (highlighted in orange), a gavel, interlocking gears, a lightbulb, and a speech bubble. To the right of these icons is a share icon. Below the navigation bar is a dark blue header bar containing a menu icon, a back arrow, the text '2 of 33', and a forward arrow. On the left side of the main content area is a vertical sidebar with a list of topics, each preceded by a checkbox:

- ☒ Navigation Tour
- ☒ What are Antitrust/Competition Laws?
- ☐ Challenge
- ☐ Introduction
- ☐ Agreements & Antitrust/Competition Laws
- ☐ Knowledge Check


The main content area features a large image of a hospital hallway with medical staff. Overlaid on the bottom half of this image is an orange rectangular box containing the text 'ANTITRUST AND FAIR COMPETITION:' in large white capital letters, followed by 'What Are Antitrust/Competition Laws?' in smaller white capital letters. A small white scale of justice icon is positioned to the right of the text. The presentation window includes standard OS window controls (minimize, maximize, close) in the top right corner and a scroll bar on the right side.

Adaptive TESTING

021

Multiple Choice


Which screen can an Android phone owner use to quickly see information that's important to them, such as destination searches, recent phone calls or the day's weather?



- ☐ The Android Auto App screen
- ☒ Android Auto home screen
- ☐ The Android Auto What's New screen

How confident are you?

LowMediumHigh



Augmented and Virtual Reality

- A real-time view that has been enhanced, or augmented, by overlaying virtual information.
- Opens up a whole new world of training opportunities



Amazon's New Augmented REALITY



Concerned parents

I'm worried about my teen's driving habits when I'm not with her.



60% to 70% of people see clear benefits in using AR in their daily life and at work, according to ISACA. At work, 69% saw the devices being used for workplace training, 65% thought they could be used to improve safety, and 63% thought they could be used for product demonstrations.

Corporate MOOCs

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

MOOCs

Expanding the Scope of Organizational Learning

WHITEPAPER



Learning EXPERIENCES



GP Customer Forum



Tom Pizer



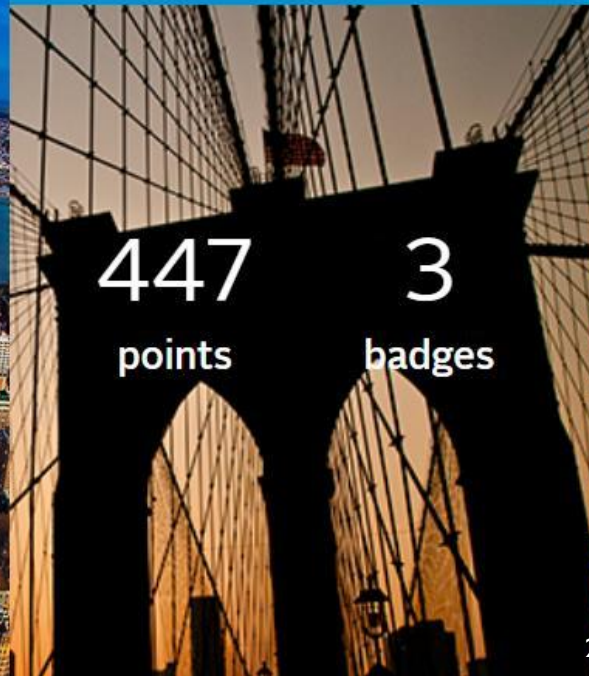
Get Started









Learning Disruptors



Points and Badges



Example MOOC

<p>WEEK ONE: Virtual Kick-Off</p>  <p>Transforming Performance Management</p> <p>VIEW CONTENT</p>	<p>Assignments</p> <p>YOUR ACTIVE ASSIGNMENTS</p> <ul style="list-style-type: none">• Set up your profile• Send one posting about yourself and one strength• Make a connection with 2 other people in your cohort• Watch the X-model video    <p>MY ASSIGNMENTS</p>	<p>Program Schedule</p> <p>WEEK 1: Pre-Activities</p> <p>Week 2: Launch Event</p> <p>Week 3: MODULE 1 Manage Yourself</p> <p>Week 6: MODULE 2 Work With Others</p> <p>Week 10: MODULE 3 Be Future Ready</p> <p>Week 12: Celebration</p> <p>VIEW CONTENT</p>
<p>Leaderboard</p> <p>1500</p>	<p>Meet Up</p> 	<p>Technical Support</p> 

MOOC – Influence & NETWORK

The Power of Network

INTERVIEW: 7 minutes



4 Working Styles

Webinar: 20 minutes



Mission: Influence Analysis Grid



Use what you learned through the Communication Styles Webinar and accompanying reading material to describe the working styles of everyone in your network map.

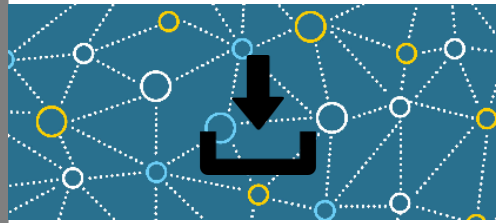
What Profile Would you Like to Work Better With?

DISCUSSION: Forum Question



Build Your Network

ACTIVITY: 25 minutes



Download map

TOOLS





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