

Putting Learners in the Driver's Seat

*Improve Business Outcomes by
Supporting Employee Development*

Introduction



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An Award-Winning Industry Leader

We were identified as an innovative industry leader in the
The Aragon Research Globe for Corporate Learning, 2018



“A differentiator for the company, and one being utilized by a growing number of its customers, is its work in creative services. D2L’s in-house team can work with clients to deliver world-class online and blended learning experiences.”

We’ve been recognized across the industry for working with our partners to foster learning innovation



Nancy Robert, EVP,
American Nurses
Association



D2L
and TSO



Epworth
HealthCare



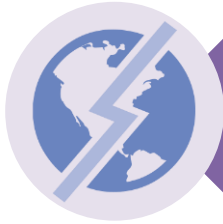
D2L and
Accenture



D2L and
Accenture



Agenda

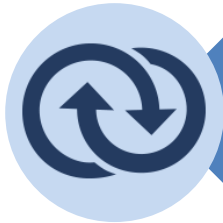


Change and the Modern Workplace



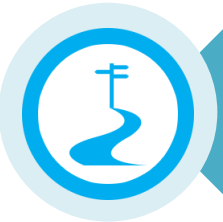
Learner-Centric Development Model

- Put learners at the center of program design through a 4 step process



Continuous Learning

- Enable a continuous learning culture by encouraging a growth mindset, shared sense of purpose, and ongoing feedback



Self-Directed Learning

- Enable self-determination in learning goals and direction
- Leverage technology to enable learning paths

“It is not the strongest of species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change.”

- Charles Darwin





Learning opportunities are among the largest drivers of employee engagement and strong workplace culture – they are part of the entire employee value proposition, not merely a way to build skills.¹



¹ [Deloitte Global Human Capital Trends Report](#)



52%

More productive¹

With a strong learning culture, and
30–50% higher engagement and retention

¹[Gallup](#)

WATCH &
LEARN
webcasts **atd**



59%

Less turnover¹

With a highly engaged business

WATCH &
LEARN
webcasts
atd

¹[Gallup](#)



74%

of people are
ready to learn
new skills¹

54%

of business and HR
leaders say they
don't have programs
to build the skills
of the future.²



¹ PwC: Workforce of the future: The competing forces shaping 2030

² 2018 Deloitte Global Human Capital Trends report



Are Your Employees Engaged in Continuous Learning?

Poll



**What methods do you use
to determine if your
employees are engaged in
ongoing learning?**

- Annual review feedback and data
- Employee retention rates
- Learning Program Analytics
- Employee Surveys
- We don't currently measure engagement



The year was 1966...

Learner-Centric Development Model



Learner-centric design



1 DETERMINE

How employees see material



2 DELIVER

Personalized learning



3 ALIGN

Activities to learning and business objectives



4 MEASURE

The success of your learning programs



Measuring Modern Learning...



Gather data on:

- Business Outcomes Achievement
- Employee Learning Experience
- Learning Platform Analytics

Continuous Modern Learning Culture



Modern Learning is...

Agile



Flexible



Adaptive



Collaborative



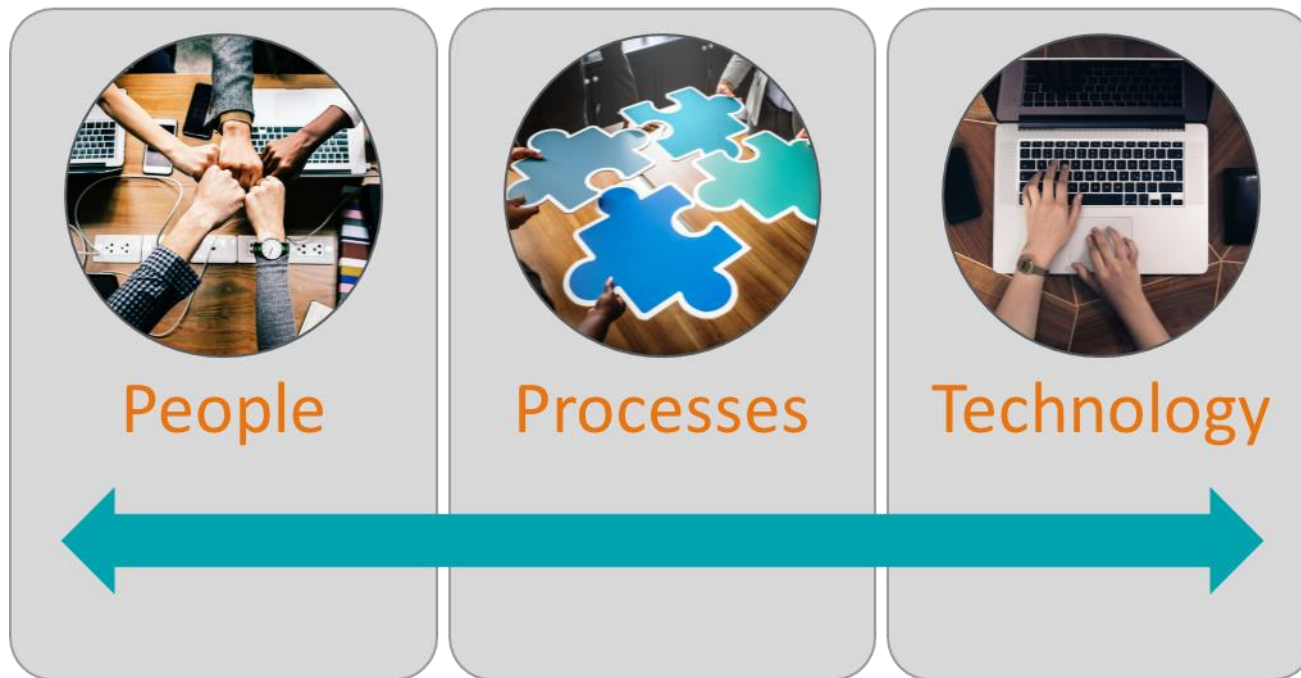
Personalized



Results Driven



Enabling a modern learning culture



Modern Learning Approaches...

The Right Information



... At the Right Time



... In the Right Way



Modern Learning Approaches...



COMMUNICATION

Modern Learning Approaches...

Recap:

- Easy to access, flexible and adaptable
- Present learning how employees expect and want it
- Communicate value and changes consistently
- Drive both retention and new hires!

Self-Directed Modern Learning



Engaging Modern Learning...

Interaction



Feedback



Competition



Anytime, Anywhere

Engaging Modern Learning...



Video:

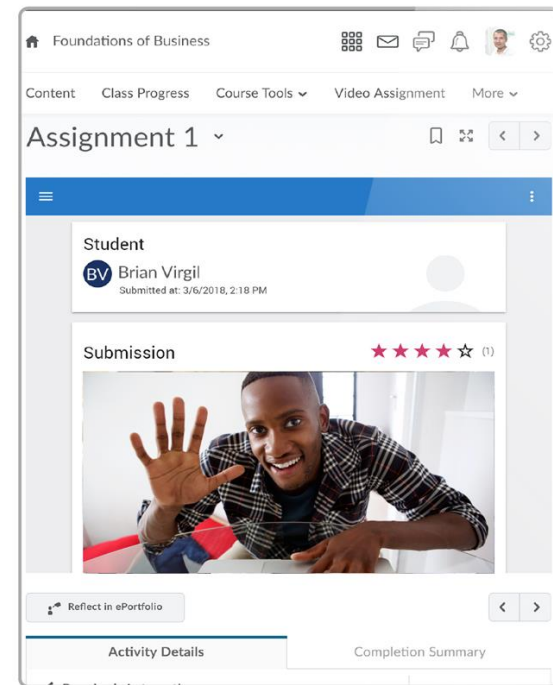
- Focused, Bite-sized Learning
- Create Personalized Pathways

Engaging Modern Learning...



Social Assessment:

- Feedback
- Connections and Networking
- Mentoring and Coaching



The Story of Brian

Engaging Modern Learning...



Social Assessment:

- Feedback
- Connections and Networking
- Mentoring and Coaching

Encourage Participation:

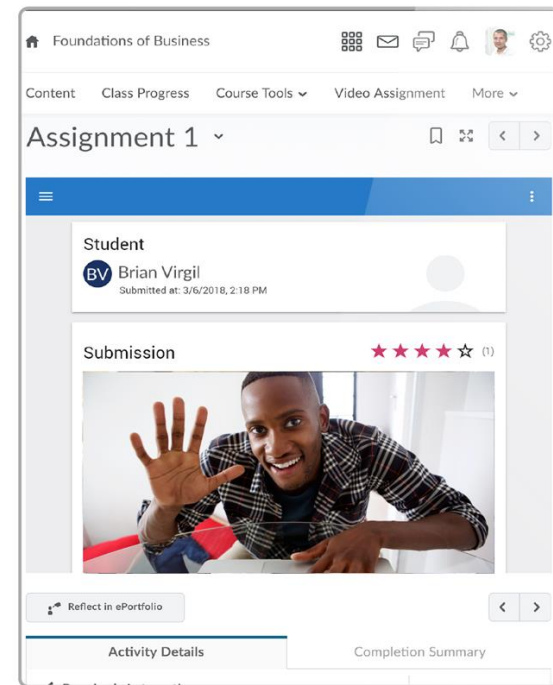
- Make Learning a Safe Space

Engaging Modern Learning...



Competition:

- Leaderboards
- Badges and Awards



The Story of Brian

Engaging Modern Learning...

Recap:

- Make Learning Applicable
- Communicate the Value
- Collaboration and Community
- Make it fun ... Add Friendly Competition!

Engaging Learning Culture Indicators...

- Skill and Leadership Development
- Personalized Learning Experiences
- Ubiquitous Learning
- Immersive Learning
- Social Learning
- Mentor and Coach

Poll



**What approach will you
be most likely to
implement in the near
future?**

- A full modern learning platform
- Social Assessment
- Social Learning
- Mentoring and Coaching
- I don't know

Upgrade your engagement with the D2L's Modern Learning Platform



Content creation
and curation



Video
capabilities



Device agnostic
anytime anywhere
access



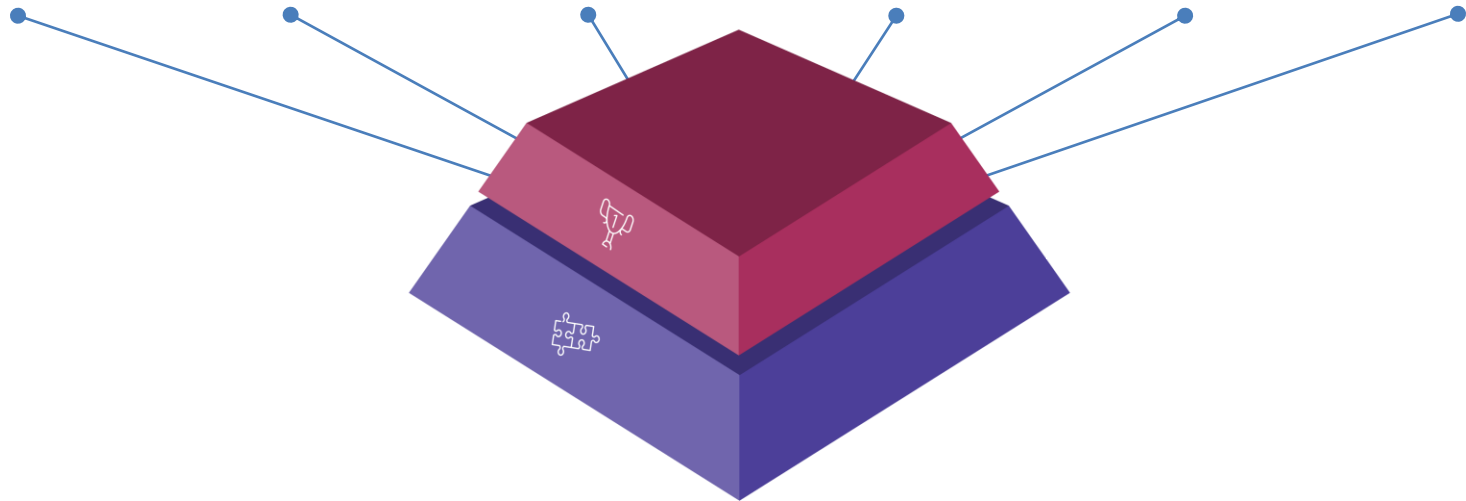
Metrics-driven,
micro and formal
learning programs



Social learning
and assessment



Leaderboards, badging
and awards



Resources

Bold Directions in Modern Learning: Roadmap for Creating a Modern Learning Culture

- <https://www.d2l.com/resources/assets/roadmap-for-creating-a-modern-learning-culture/>

Social Assessment: New Ways of Learning, a Modern Framework for Feedback

- <https://www.d2l.com/resources/best-practices/social-assessment/>

Next Generation Learning Tools for the Next Generation Workforce

- <https://www.d2l.com/resources/assets/next-generation-learning-tools-for-next-generation-workforce/>

Questions?

