5 STRATEGIES TO SUPERCHARGE AND MEASURE ENGAGEMENT IN L&D

Wednesday, November 15,
2:00pm – 3:00pm EST

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Meet your hosts

Nisha Abraham
Academic Engagement Specialist

Tyler Zimmerman
Initial Onboarding and User Experience

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Data from studies about engagement and retention

- Training satisfaction and work engagement are the two most important factors in predicting an employees intention to leave (Memon et al., 2019)
- Employee autonomy increases the likelihood of content retention
- Active learning techniques led to higher content retention scores 1 month post training than direct instruction (Minnick et al., 2022)
  - Employees need ways to actively apply their knowledge

What is the breakdown of your virtual training offerings?

40%

said you conduct mostly synchronous instructor led training

51%

said you conduct an equal mix of synchronous and asynchronous

9%

said you conduct mostly asynchronous training

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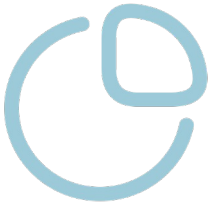
5 strategies to supercharge and measure engagement

Dynamic Use of Space

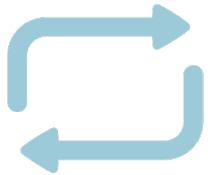
Informal Peer-to-Peer Interactions

Data Driven Decisions



Retrieval Practice

Spaced Repetition



Flexible

Seamless transition between virtual and in-person

Collaborative

Learn with and from peers

Data Driven

Collects detailed engagement data

Research based

Based in learning science

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Inclusive

Accounts for varied learning styles

Active

Enables active learning

Flexible

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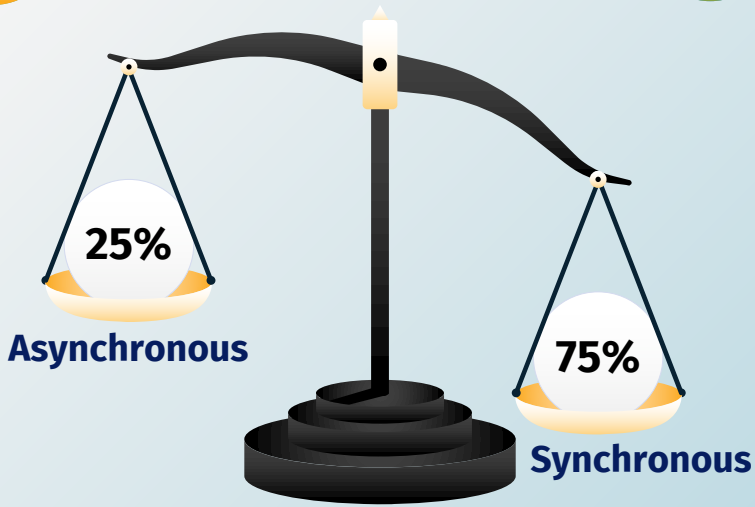

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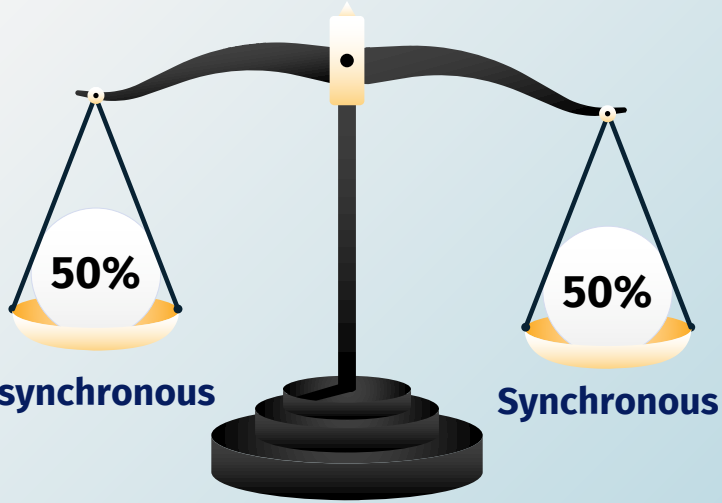

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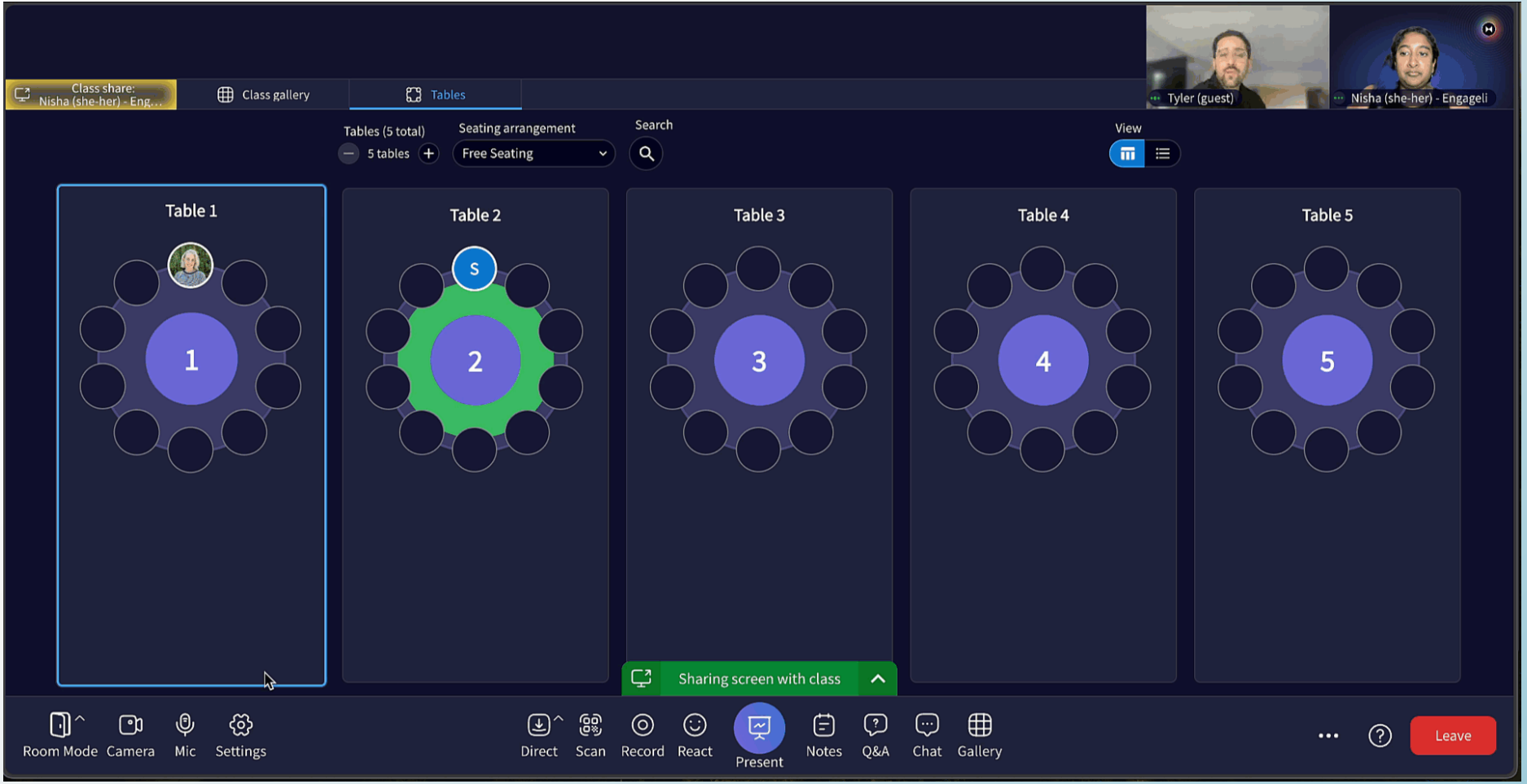
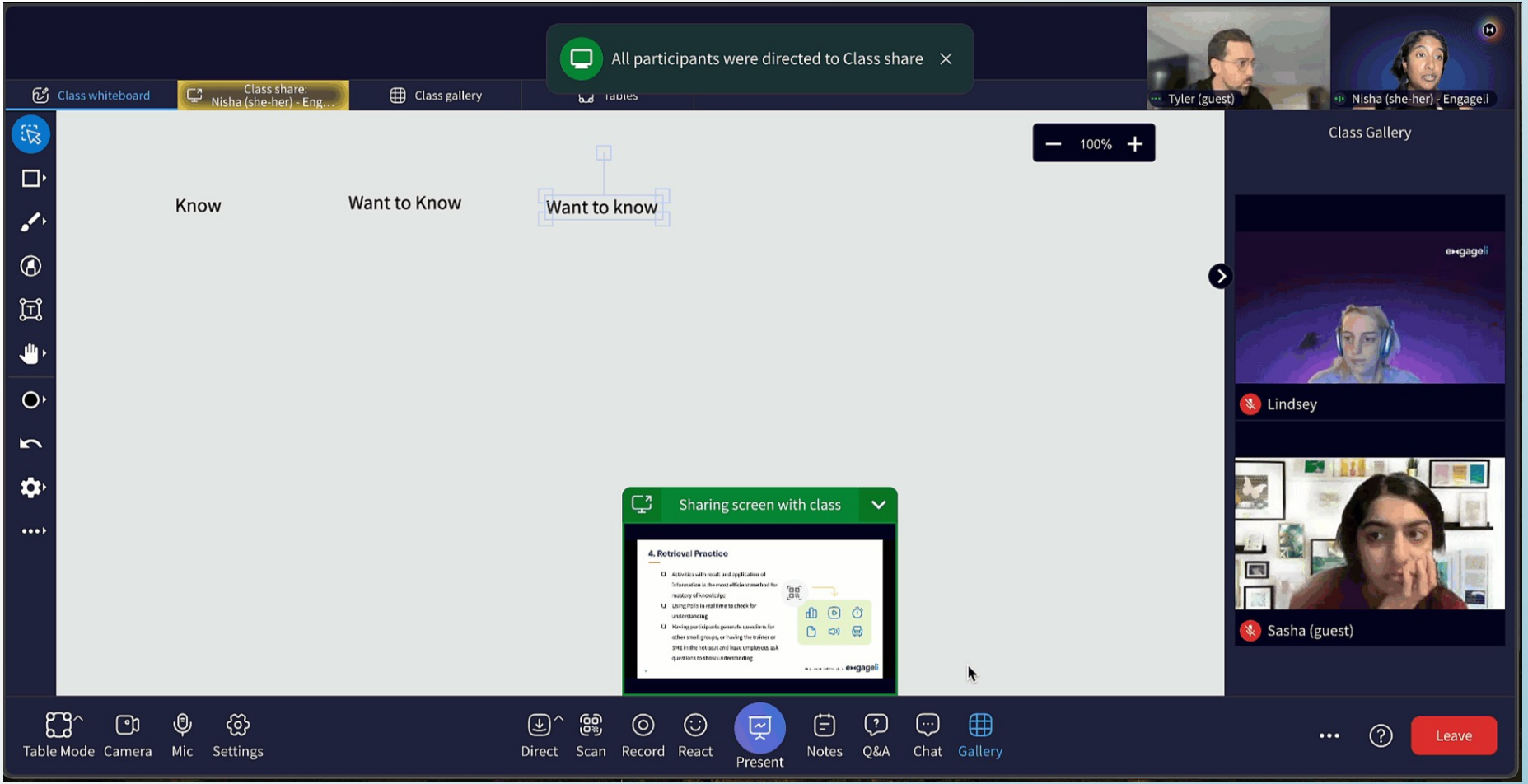
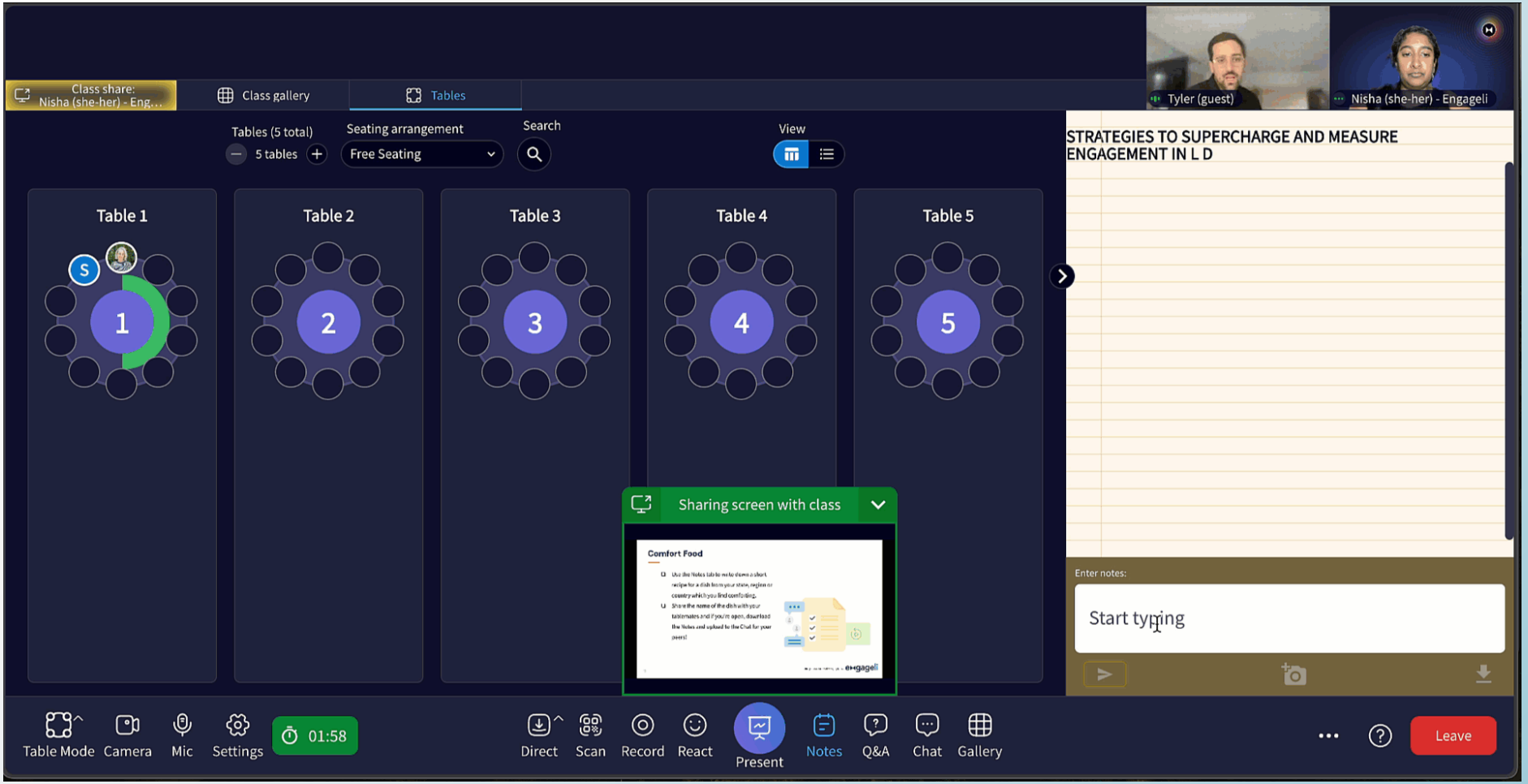

Class share: Nisha (she-her) - Eng...
Class gallery
Tables
Tyler (guest)
Nisha (she-her) - Engageli
Tables (5 total)
5 tables
Seating arrangement
Free Seating
Search
View
Table 1
Table 2
Table 3
Table 4
Table 5
1
2
3
4
5
S
Sharing screen with class
Room Mode
Camera
Mic
Settings
Direct
Scan
Record
React
Present
Notes
Q&A
Chat
Gallery
Leave


All participants were directed to Class share
Class whiteboard
Class share: Nisha (she-her) - Eng...
Class gallery
Tyler (guest)
Nisha (she-her) - Engageli
100%
Know
Want to Know
Want to know
Class Gallery
Lindsey
Sharing screen with class
4. Retrieval Practice
Sasha (guest)
Table Mode
Camera
Mic
Settings
Direct
Scan
Record
React
Present
Notes
Q&A
Chat
Gallery
Leave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STRATEGIES TO SUPERCHARGE AND MEASURE ENGAGEMENT IN L D
Sharing screen with class
Comfort Food
Enter notes:
Start typing
Table Mode
Camera
Mic
Settings
01:58
Direct
Scan
Record
React
Present
Notes
Q&A
Chat
Gallery
Leave

Module | Playback player

You are speaking while muted | Unmute Yourself

Task 1: EngageLIVE Polls

Take a guess on what each of these statistics represent with respect to remote and hybrid work.

4 / 4

What does the number 83 represent?

A

Average annual amount saved by an employee on commuting

B

Time spent commuting into an office each day

C

Percentage of employees who prefer to work in a hybrid environment

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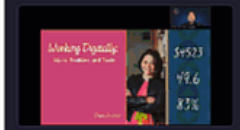
Modules (4)

Introduction To EngageLIVE
0/1 Tasks Done

Remote And Hybrid Work Statistics Polls
0/1 Tasks Done
Active

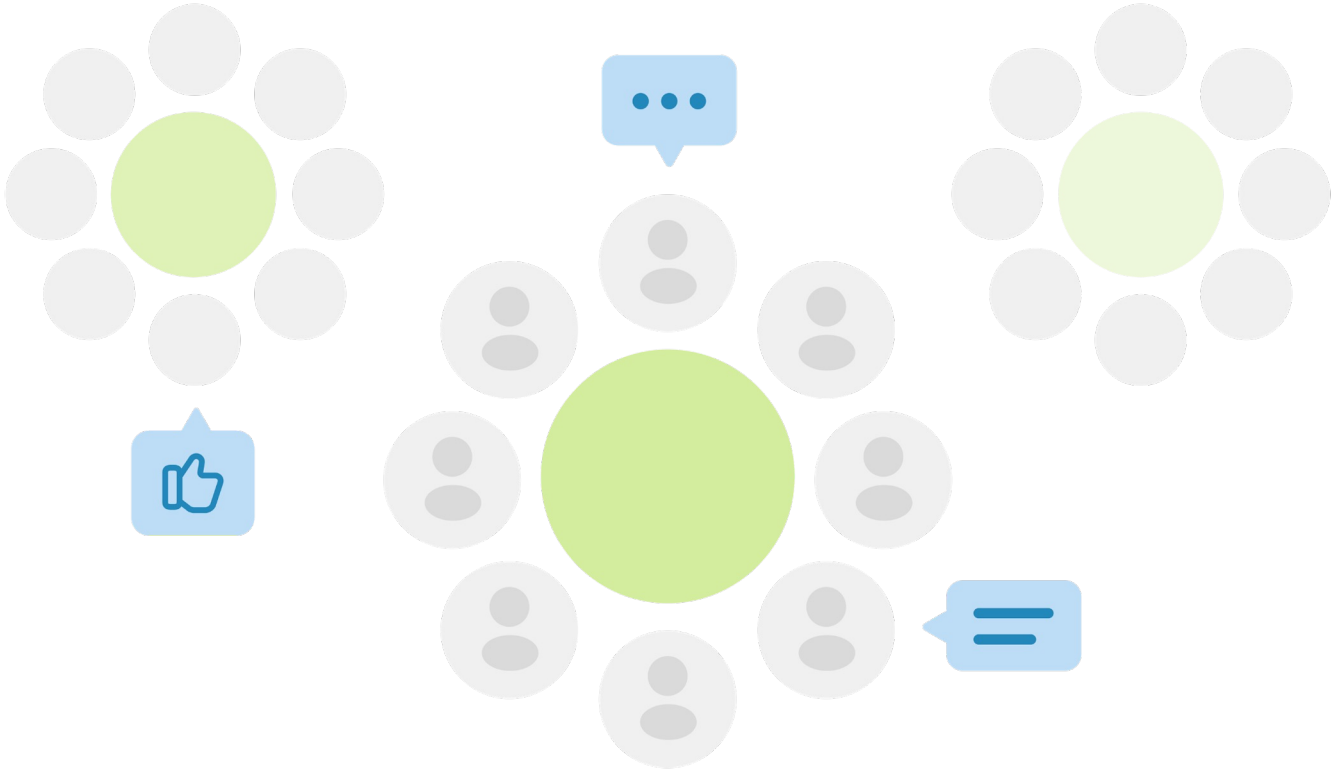


EngageLIVE Summary
0/1 Tasks Done

EngageLIVE Feedback
0/1 Tasks Done

Private Mode | Camera | Mic | Settings | Modules | Recordings | React | Get Help | Present | Gallery | Notes | Q&A | Chat | Leave

1. Dynamic Use of Virtual Space



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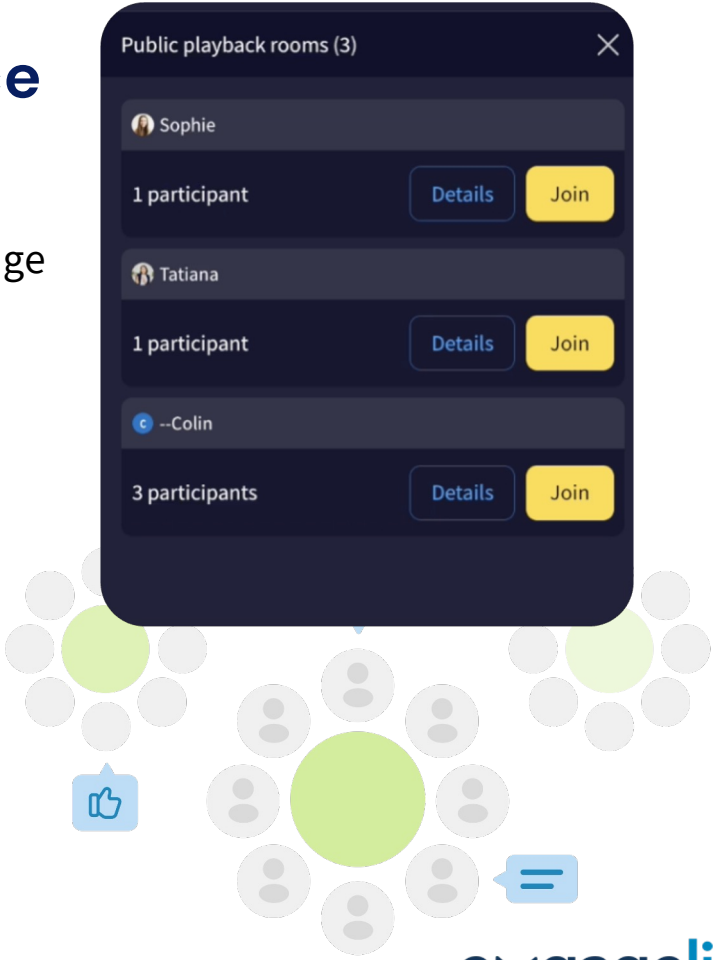
1. Dynamic Use of the Virtual Space

- ❑ Our brains crave novelty, and respond well to change and movement
- ❑ Mimic the dynamism of an in-person room in a virtual learning environment
- ❑ Incorporate small group work and collaborative activities
- ❑ Change up groups as frequently as makes sense
- ❑ Don’t cluster all the group work in one part of the training



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2. Informal Peer-to-Peer Interactions

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2. Informal Peer-to-Peer Interactions

- ❑ Building genuine relationships often happens in the informal, “in-between” moments of training and learning sessions
- ❑ Fostering water-cooler talk that happens in real time (not just on Slack or discussion boards)
- ❑ Different participants will need structured vs. unstructured opportunities for informal interactions

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Comfort Food

- ❑ Use the Notes tab to write down a short recipe for a dish from your state, region or country which you find comforting.
- ❑ Share the name of the dish with your tablemates and if you're open, download the Notes and upload to the Chat for your peers!

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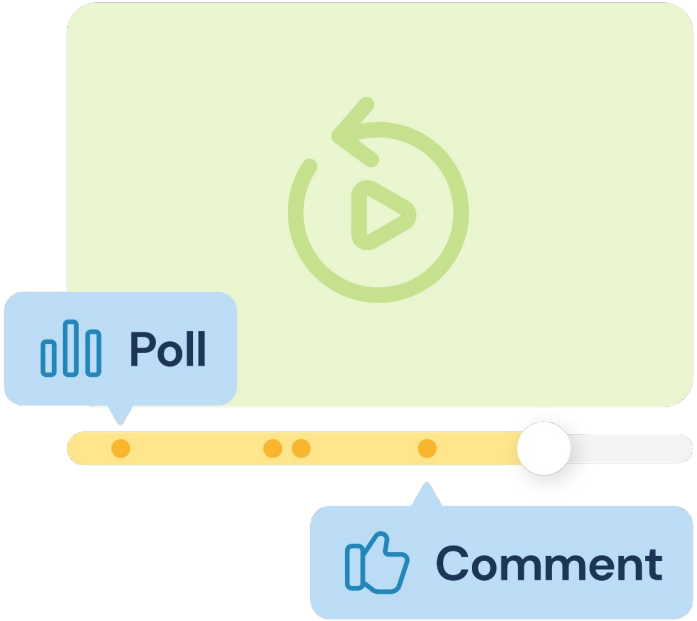
3. Spaced Repetition



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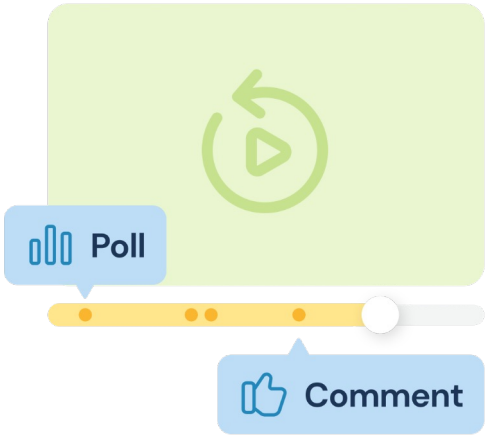
3. Spaced Repetition

- ❑ Even in engaging sessions, content is often lost after a few months
- ❑ Develop opportunities for participants to review material in spaced intervals – access information just-in-time and apply it to their context
- ❑ Ability to return to the same space and the same materials to make new connections with their work



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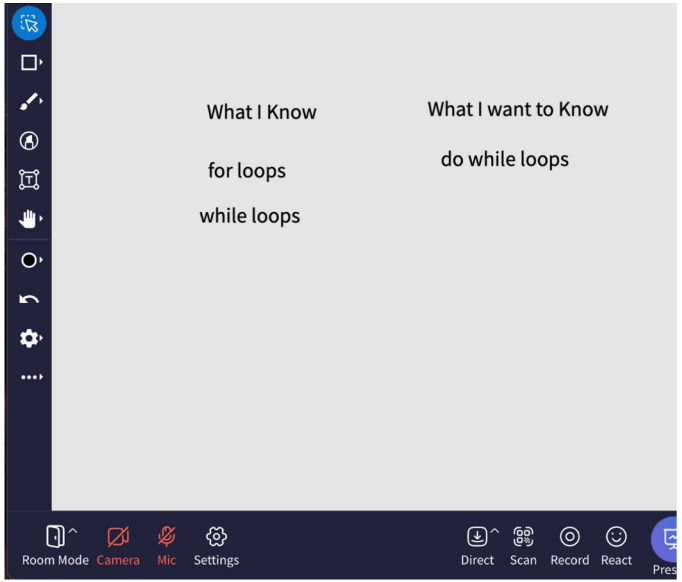
Extended Know-What-Learned

- Contribute to the board in two columns:
  - What I Know (K)
  - What I Want to Know (W)



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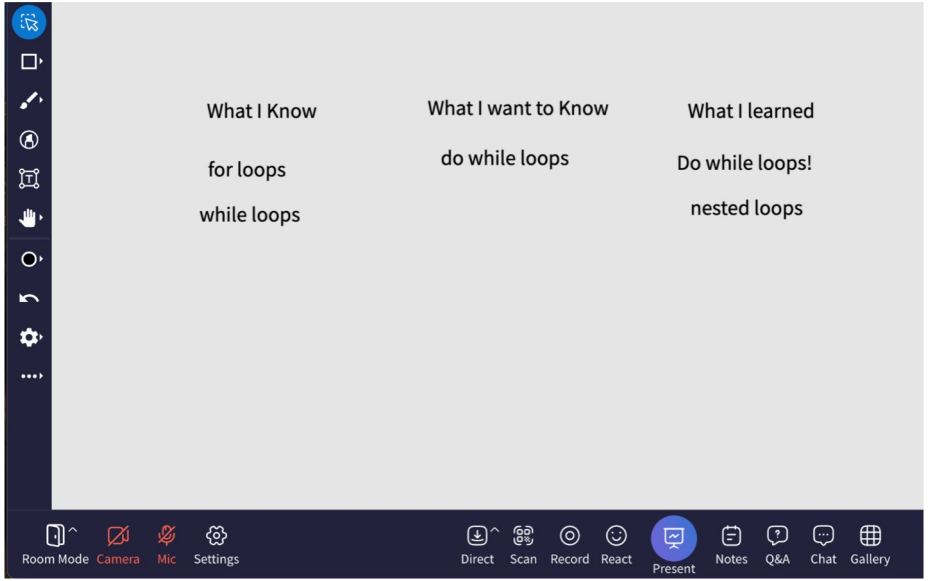
Extended Know-What-Learned

- ❑ Review the “Know” information if any needs to be corrected, mark any “Want” questions left unanswered
- ❑ Add items to third column, “Learned” (L) on what you’ve learned from today’s session
- ❑ Return to the recording and this editable whiteboard to keep adding to it



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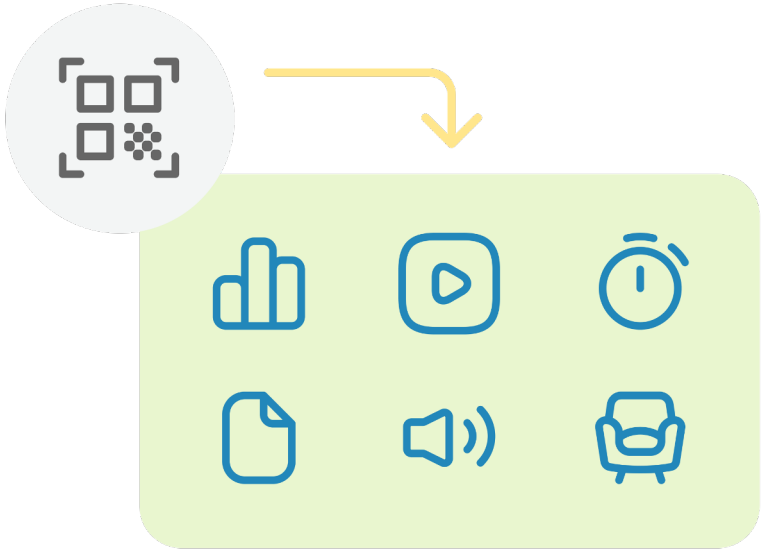
4. Retrieval Practice



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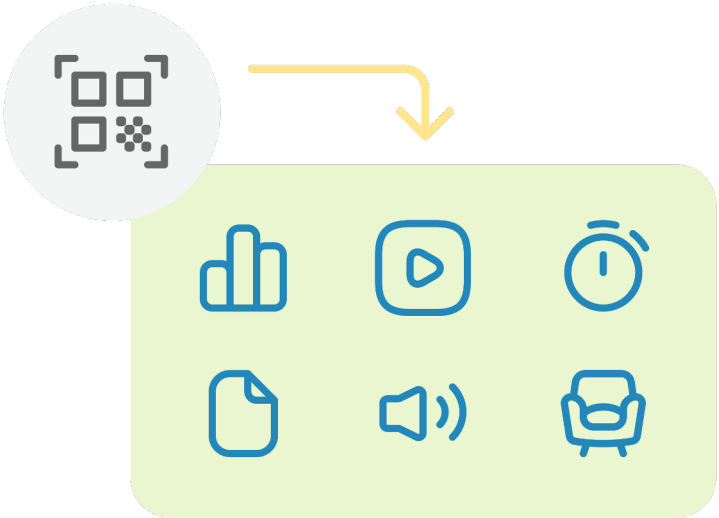
4. Retrieval Practice

- ❑ Activities with recall and application of information is the most efficient method for mastery of knowledge
- ❑ Using Polls in real time to check for understanding
- ❑ Having participants generate questions for other small groups, or having the trainer or SME in the hot-seat and have employees ask questions to show understanding



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Poll

Which of the following are the two most important factors in predicting an employees intention to leave?

Training satisfaction

Seniority

Impact to business

Work engagement

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5. Data-driven decisions

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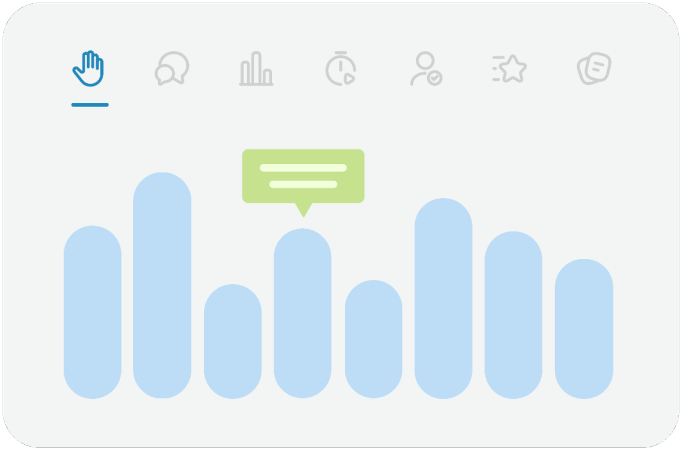
5. Data-driven decisions

- ❑ Virtual settings make it harder to read body language and gestures
- ❑ Cameras are often off in virtual training
- ❑ Understanding that engagement takes many forms
- ❑ Building and facilitating training content based on real-time and post-session data
- ❑ Using quantitative engagement data and qualitative feedback to iteratively improve



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Poll

What kind of engagement data do you wish you could get from your sessions?

Attendance | Camera on | Talk time | Amount of chats

Raising hands | Q&A use | Poll responses

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Questions?

Thanks for joining.

Feel free to email us at partnerships@engageli.com

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