

# Modular, Data-Driven, Adaptive: Future of Training

Presenter: Matthew Haldeman

# Learning Science Platforms



**01**

**McGraw Hill Education adaptive learning overview**

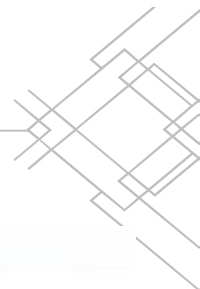
**02**

**Application and return on investment**

**03**

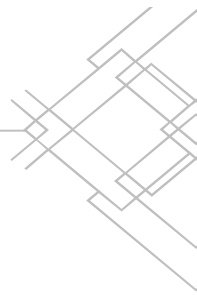
**ATD's Adaptive Learning Library**

We exist to unlock the full potential of every learner

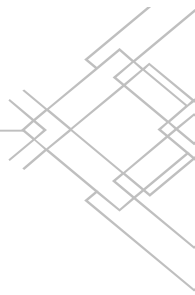


**Mc  
Graw  
Hill  
Education**

# Adaptive learning unlocks organizational performance



# Evolution of Corporate Learning



**2009 +**

## **Collaborative, Talent-Driven Learning**

Formalize Informal Learning  
Collaboration and talent management by Design

**2005 +**

## **Blended and Informal Learning**

Mixing forms of media with informal learning  
Learning on demand with Integrated Programs

**2000 +**

## **The E-Learning Era**

Materials On-Line, Information vs. Instruction

**1990's**

## **Traditional and Computer-Assisted Training**

Instructor and Computer-based (CBT)  
LMS becomes the Administrative Platform

# Next Milestone: Mastery-Based, Adaptive Learning



**2016 +**

## **Mastery-Based Adaptive Learning**

Personalized, Competency-Based  
Data-Driven, Digital, Seated in Science

**2009 +**

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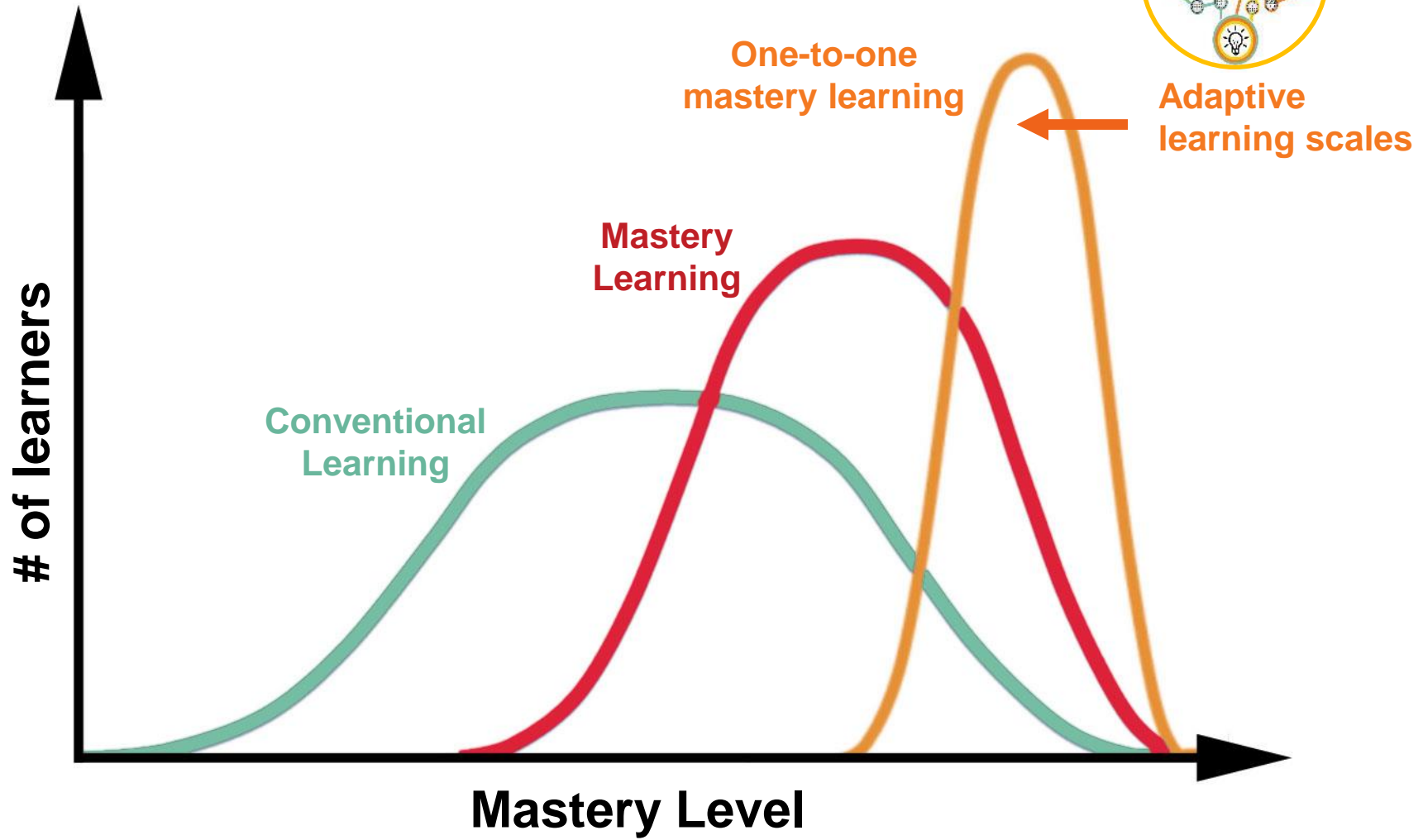
Materials On-Line, Information vs. Instruction

**1990's**


## **Traditional and Computer-Assisted Training**


Instructor and Computer-based (CBT)  
LMS becomes the Administrative Platform


# Adaptive learning scales one-to-one learning




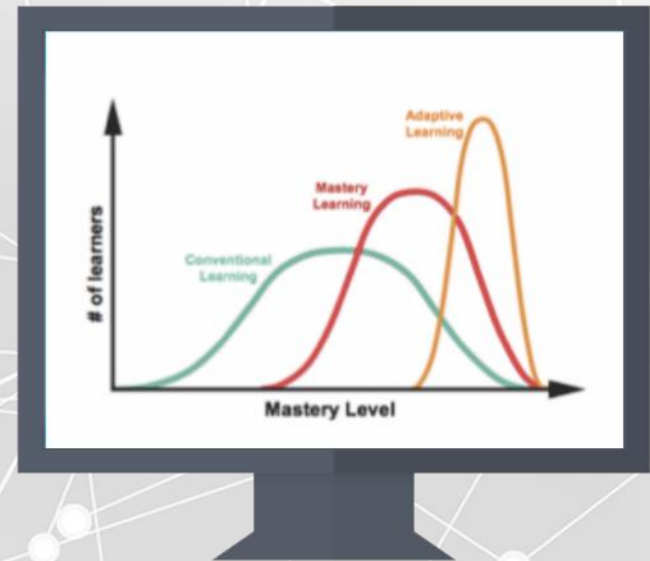
# Learning science drives MHE adaptive, informs our design

 **Metacognitive Theory**

 **The Theory of Deliberate Practice**

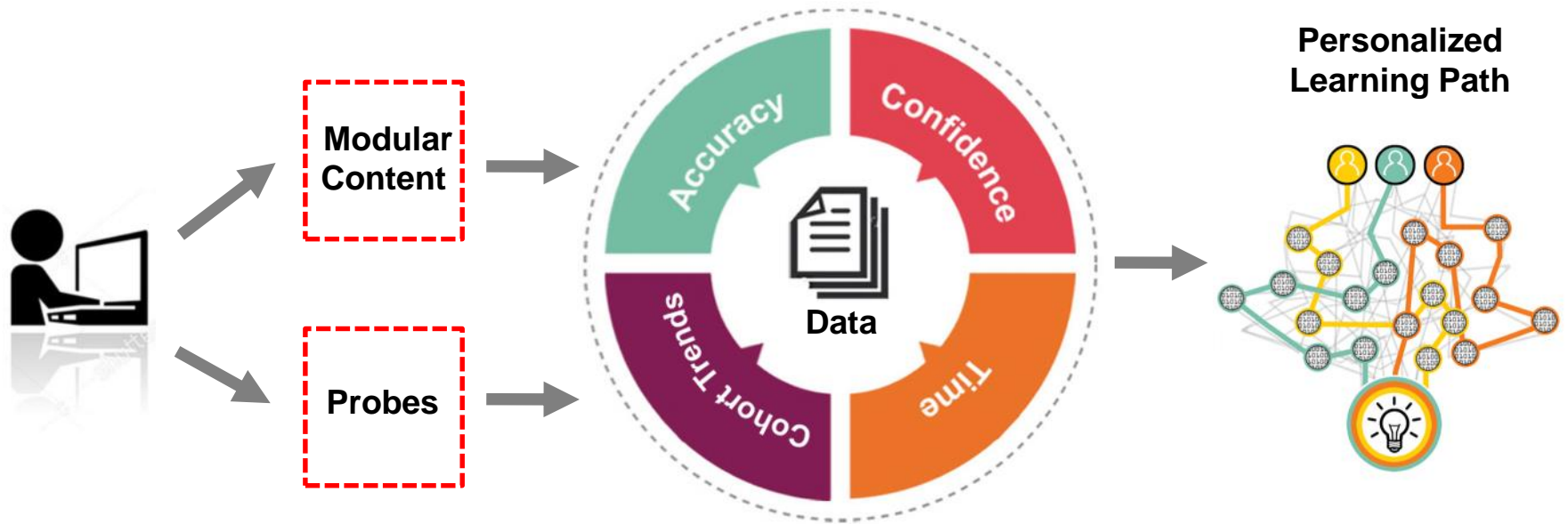
 **The Theory of Fun for Game Design**

 **Ebbinghaus Forgetting Curve**





# Driving personalized learning paths with data



# Mastery meets personalization and scale



# Each learner reaches mastery in their own way



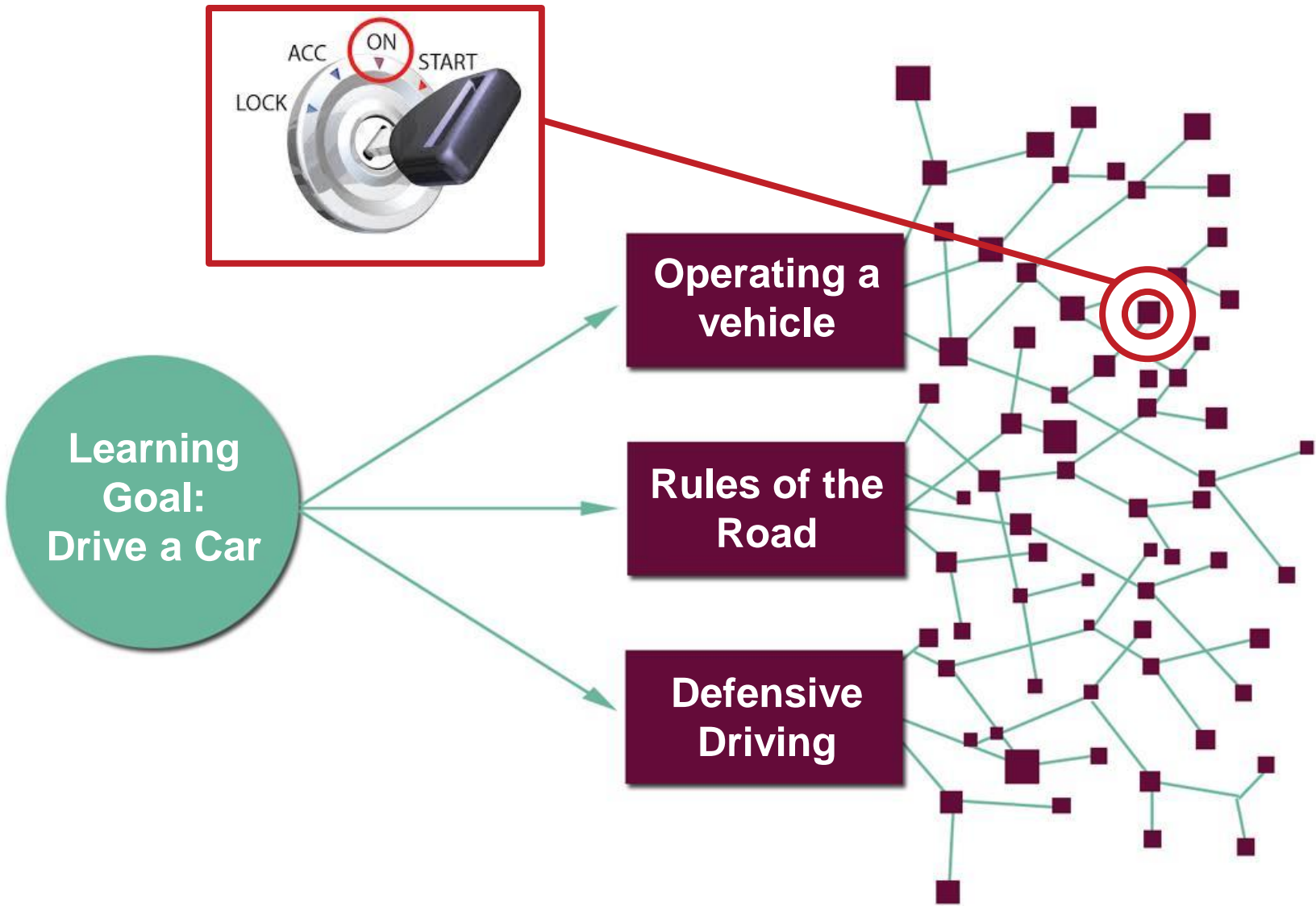
# Each learner reaches mastery in their own way



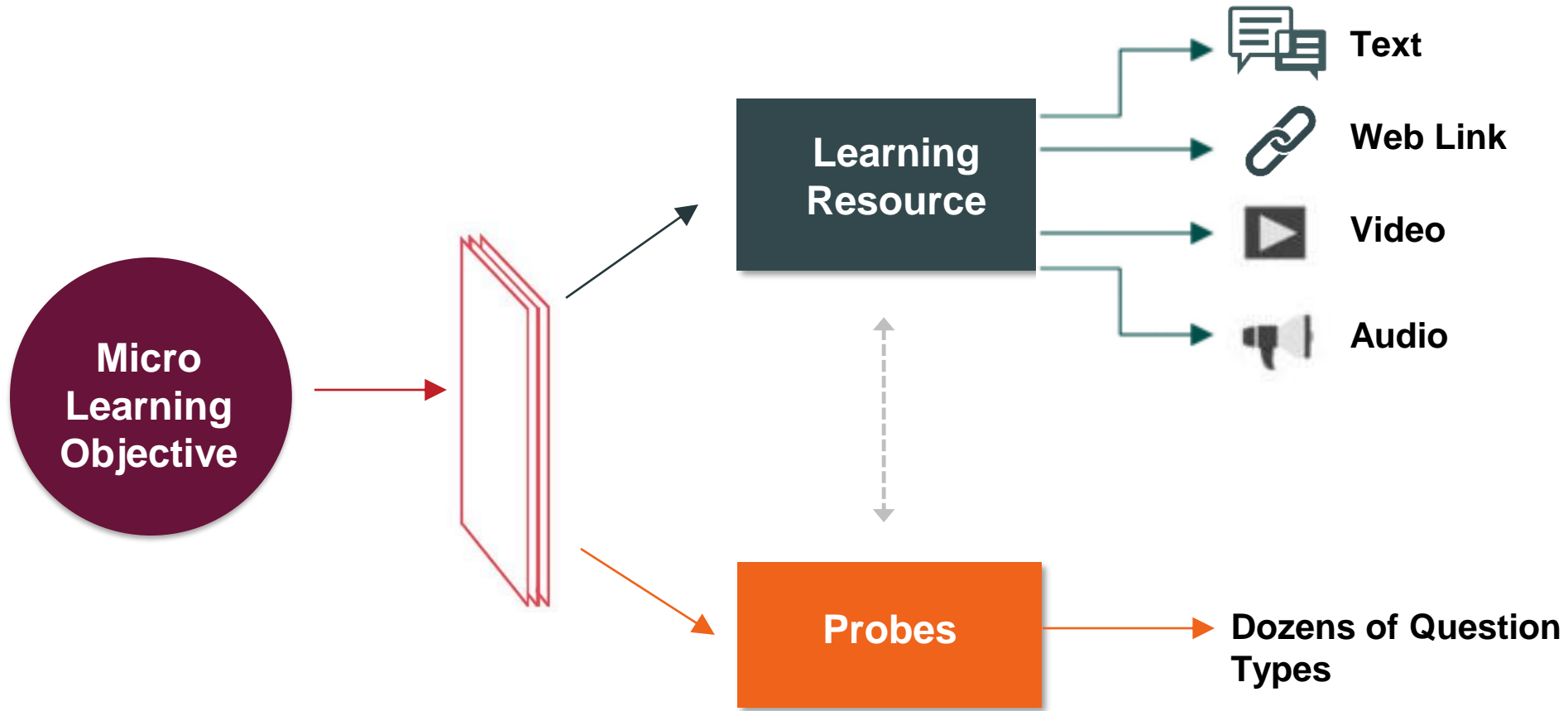
# Adaptive = mastery + personalization + scale



# Break down learning goals into micro-learning objectives

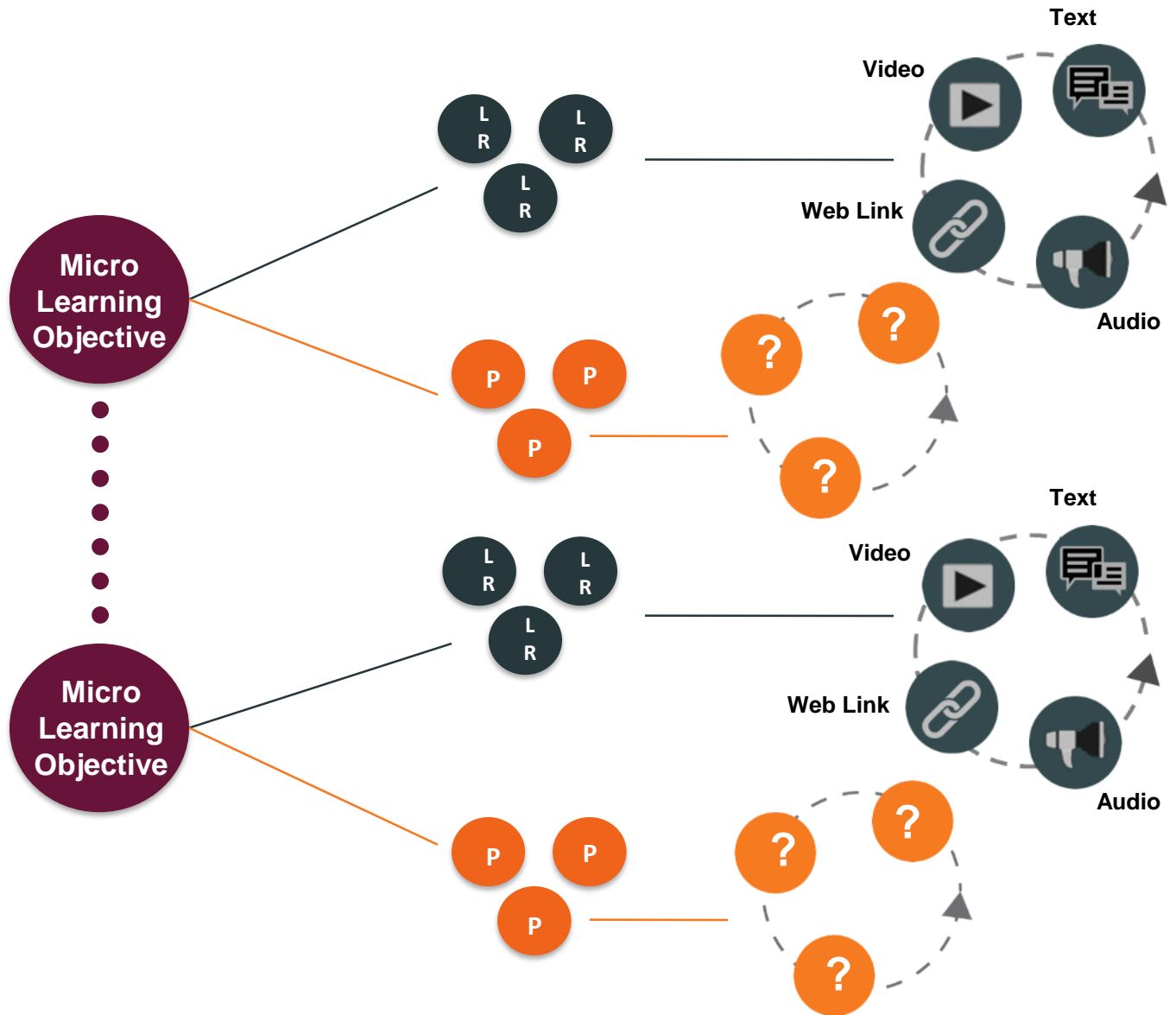


# Align micro learning objectives with resources and probes



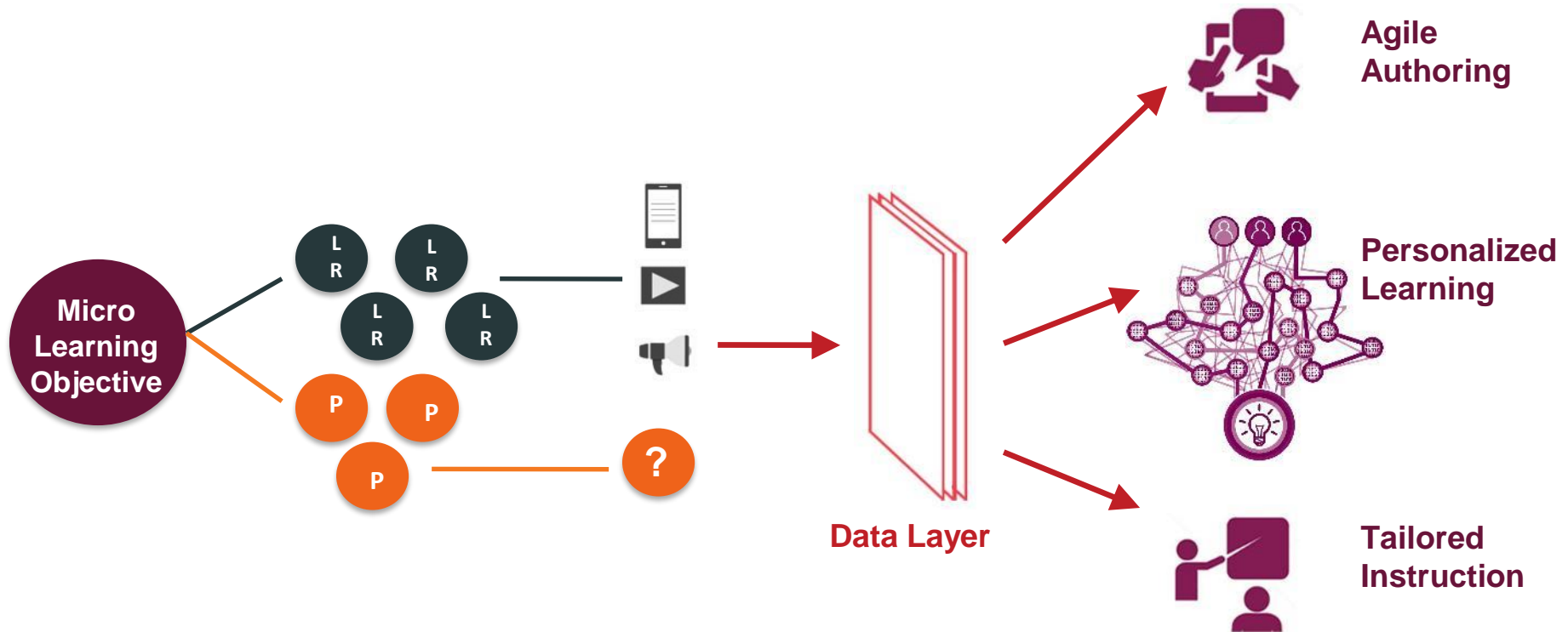
# Align micro objectives with resources and probes

Each Learning Objective is aligned with resources and probes





# Unlock performance through a powerful data layer



# Learning Science Platforms

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**ATD's Adaptive Learning Library**

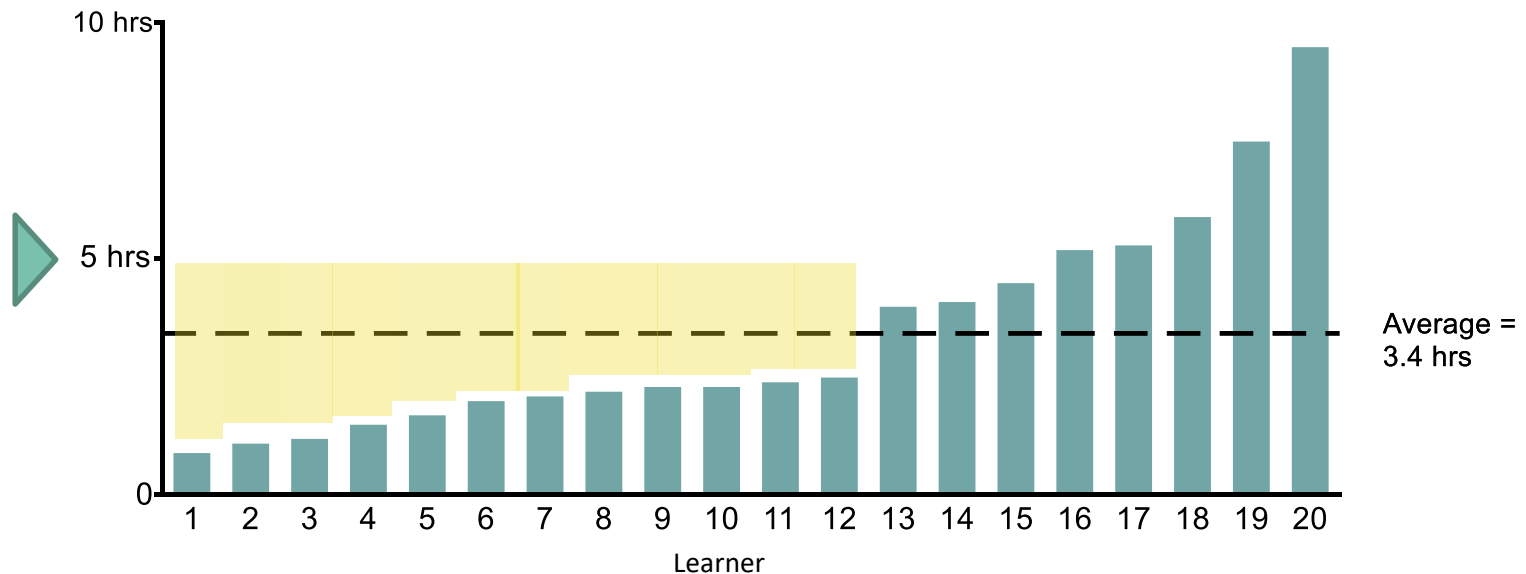


## Case Study | ROI

*Each learner can achieve mastery at his or her own pace.*

**All learners must demonstrate mastery to complete the program of study**

### Case Study | Tracking Time to Completion



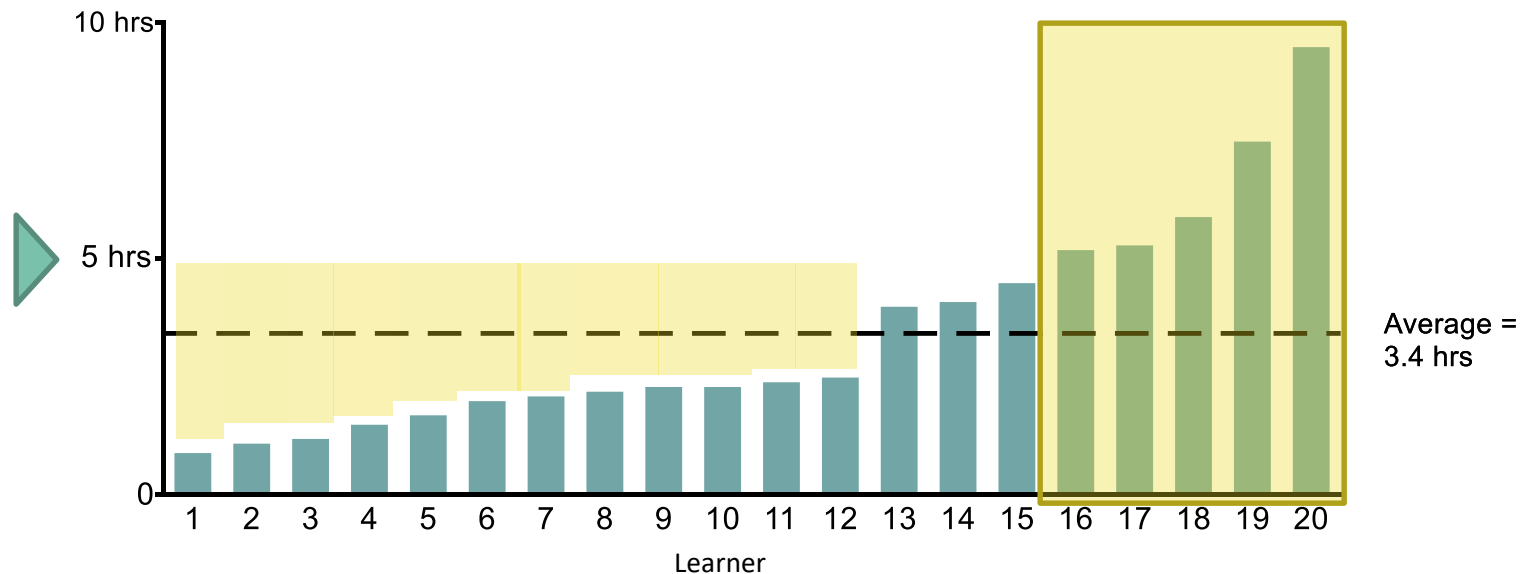
***Immediate ROI 32% FTE/hrs recovery***

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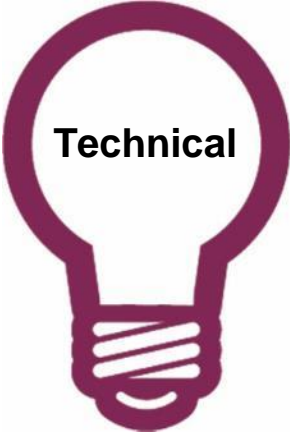


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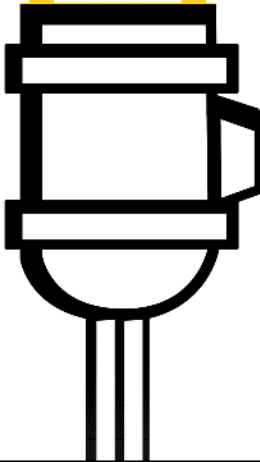
# Adaptive learning unlocks organizational performance



# Improvement across all applications



**COMPLIANCE  
CERTIFICATION  
ONBOARDING**



# Learning Science Platforms

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☰ Refine Search Results

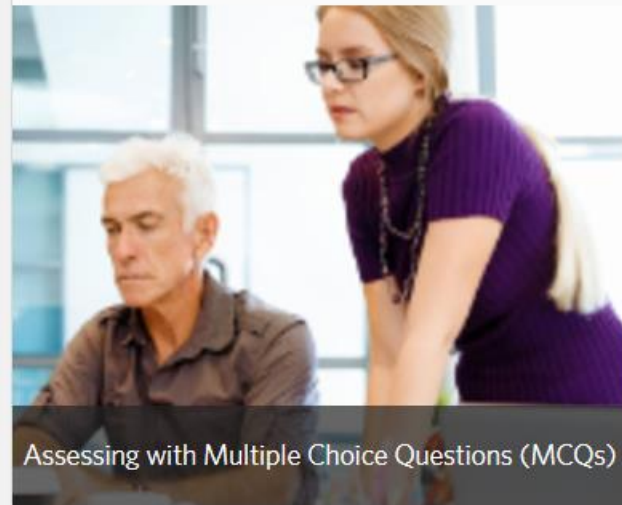
I'm looking for...

Search

Clear

× Training Delivery

× ▾





# Why ATD Elements?

Don't waste time reviewing content you already know.

Focused course content can be combined to reach mastery.

Growing library with new, curated content.

# Breadth of Topics

- Change Management
- Global Perspectives
- Instructional Design
- Leadership Development
- Learning Technologies
- Management Development
- Managing the Learning Function
- Measurement & Evaluation
- My Career
- Performance Consulting
- Science of Learning
- Talent Management
- Training Delivery



Maximizing the Impact of Talent Development

Click a topic below to learn more about it.

- Welcome
- Introduction
- Systems Approach
- Traditional vs. Systems View
- HR Opportunities
- Prioritizing Organizational Talent Challenges
- Developing Organizational Talent



GIVE FEEDBACK

OK

ASSIGNMENT PROGRESS: 57%

Many of the challenges with employee behavior and motivation can be traced back to imperfections in an organization design. This is why you need to analyze organizational gaps before \_\_\_\_\_ when prioritizing organizational talent challenges.

Click the answer you think is right.

determining what organizational capability to maintain

identifying sources of competitive advantage

assessing the organization's strategy

looking at issues with specific jobs

Do you know the answer?

I know it

Think so

Unsure

No Idea

ASSIGNMENT PROGRESS: 57%



Benefits of Talent Development

Organizations that support the development of all employees reap the benefits of that effort and investment in many ways.

Select the options to learn more about these benefits.

- Increases retention
- Boosts morale
- Improves person-job match
- Maintains up-to-date skills for the workforce
- Provides resource depth and flexibility
- Keeps talent development aligned with organizational strategies
- Supports and enhances organizational workforce-planning programs



One of the primary ways that career-planning benefits organizations is through increased retention. When employees know they are valued and have opportunities to grow in the organization, they have less reason to look elsewhere.

GIVE FEEDBACK

BACK TO LIBRARY

# Assess Your Progress

atd Association for Talent Development | Maximizing the Impact of Talent Development

When you use recruiting and marketing to develop organizational talent, ensure that the recruiting and marketing are targeted to address:

Click the answer you think is right.

employees' personally defined job objectives

the needs of talent professionals

what clients believe are not working well together

the roles that work in isolation

Do you know the answer?

Show A Think on Submit No idea

### PROGRESS

57%

- Talent Development and Why We Do It (100%)
- Opportunities for HR (40%)
- A Systems Approach to Talent Development (100%)
- Prioritizing Organizational Talent Challenges (50%)
- Talent: Traditional vs. Systems View
- Developing Organizational Talent

**ASSIGNMENT PROGRESS: 57%**

atd Association for Talent Development | Maximizing the Impact of Talent Development

Eliza Auckerman

- Learn
- Recharge
- My Reports
- % Topic Scores**
- Missed Questions
- Most Challenging LOs
- Self-Assessment
- Tree of Knowledge
- Practice Quiz
- Library

Expand the assignment(s) to see your progress for each topic.

Assignment/Topic	Time spent (hh:mm:ss)	Progress
<b>Assignment:</b>	00:02:41	57%
+ Talent Development and Why We Do It	00:01:07	100%
+ A Systems Approach to Talent Development	00:00:08	100%
+ Talent: Traditional vs. Systems View	00:00:04	0%
+ Opportunities for HR	00:00:06	40%
+ Prioritizing Organizational Talent Challenges	00:00:16	50%
+ Developing Organizational Talent	00:00:57	47%

© ATD

# Thank you for attending!

Webinar registrants can visit [www.td.org/PreElements17](http://www.td.org/PreElements17) to pre-purchase today and receive 20% off the annual subscription price.

CODE: PREADAPT17

Offer valid August 10-20, 2017.

Access to the ATD Elements begins August 21, 2017.



# Questions?

The screenshot displays the ATD Learning Portal interface. At the top left is the ATD Education logo. The top right shows a user greeting: "Welcome Eliza Auckerman | My Profile | Sign Off" and a phone number: "1.866.243.9164". A navigation bar contains links for Home, My Courses, ATD Elements (highlighted), ATD Catalog, and Community. On the right side of the navigation bar are links for FAQs, Contact Us, and Help.

Below the navigation bar is a search section titled "Refine Search Results". It features a search input field with the text "I'm looking for...", a "Search" button, a "Clear" button, and a dropdown menu showing "Training Delivery".

Below the search section is a grid of six video thumbnails, each with a title:

- Assessing with Multiple Choice Questions (MCQs)
- Basic Training for Trainers
- Collecting Data for a Training Needs Assessment
- (Thumbnail 4: Two people looking at a laptop)
- (Thumbnail 5: Two people looking at a laptop)
- (Thumbnail 6: Two people looking at a laptop)