



Forecasting Success: Learning Trends for 2018



Knowledge. Performance. Impact.

Presenter INFORMATION

DON DUQUETTE

Executive Vice President
GP Strategies®



Learning Trends **AGENDA**

2018



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

Digital Learning

TREND 10

- 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

The screenshot shows the AcademyMobile website interface. At the top is a navigation bar with links: Browse, AcademyLive, Podcasters, Most Popular, Upload Podcasts, Rewards, and Help Central. Below the navigation is a 'Welcome' section with a search bar and a 'Select Channels' dropdown. To the left, a 'Search Functionality' callout points to the search bar. To the right, a 'Rotating Banners' callout points to three large, overlapping banners: 'SharePoint Win in Competitive Account - Teradyne', 'TechReady Best-Bites on Academy', and 'What's New in the Next Release of BPOS-D?'. Below these is a 'Start typing filter...' input field and a 'Set Filter(s)' button. A 'What's New' tab is selected. The main content area displays a grid of 200 items, with the first few visible. A 'Tag Cloud' section on the left lists tags like Windows, 7, Azure, MGXFY10, Office 2010, Windows, Cloud Platform, Social Media, BLOB, and Low-Cost Computing. A 'View Top-Rated Podcasts' callout points to the top-rated items in the grid. A 'Date & Number of Downloads' callout points to the download counts and dates in the grid. A 'Key Ad Placement' callout points to the 'The Art of Selling' advertisement.

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

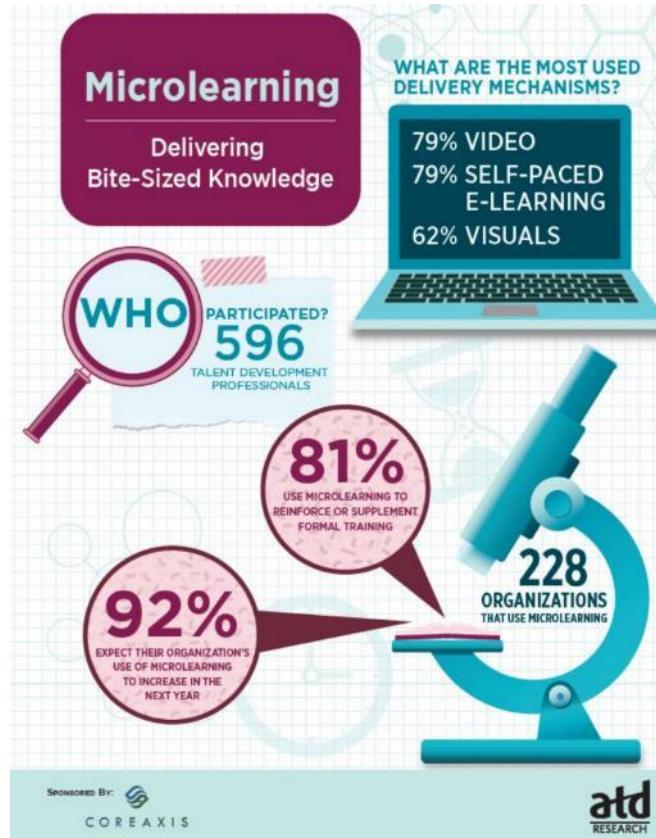
Micro-learning

TREND 2

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



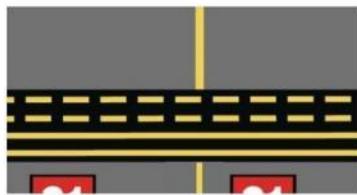
Micro-learning ATD RESEARCH



Flash CARDS



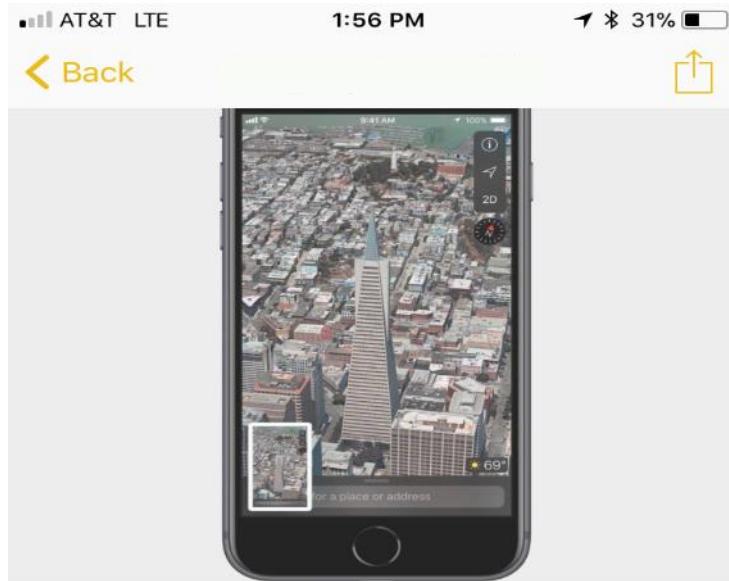
Flash CARDS



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



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

Military Banking

Positioning: Serving the Unique Needs of Military Families

Our program features product discounts and special rewards. Whether customers have served in the past or are active service members or reservists, we are here to help our customers achieve the financial goals that matter most.

Who to Target **What to Say** **Resources**

Click each image to learn more.



Introduction

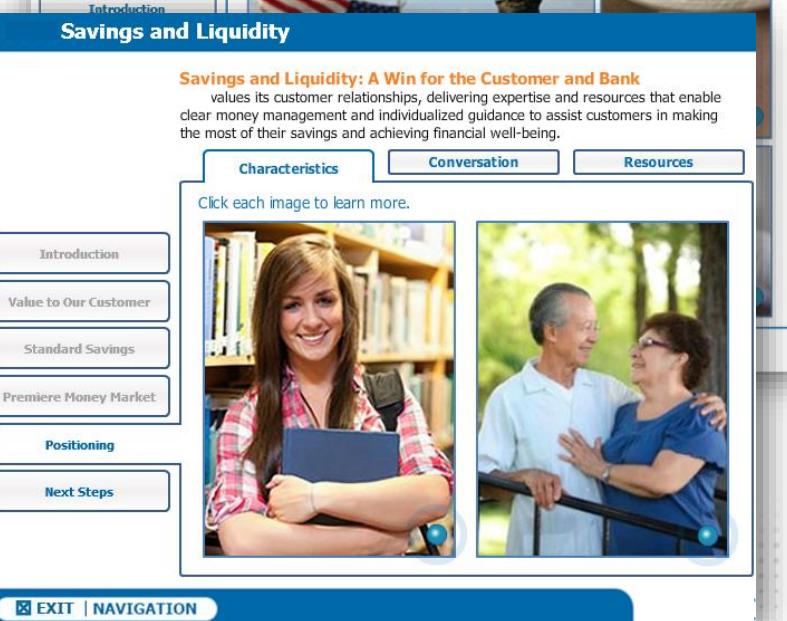
Savings and Liquidity

Savings and Liquidity: A Win for the Customer and Bank

values its customer relationships, delivering expertise and resources that enable clear money management and individualized guidance to assist customers in making the most of their savings and achieving financial well-being.

Characteristics **Conversation** **Resources**

Click each image to learn more.



Introduction

Value to Our Customer

Standard Savings

Premiere Money Market

Positioning

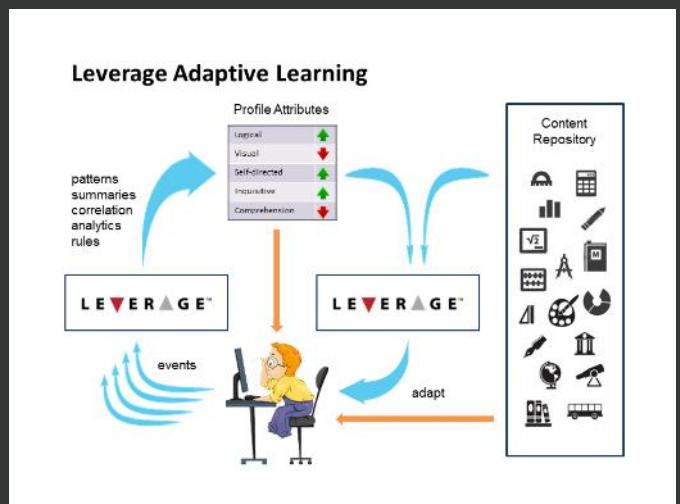
Next Steps

EXIT | NAVIGATION

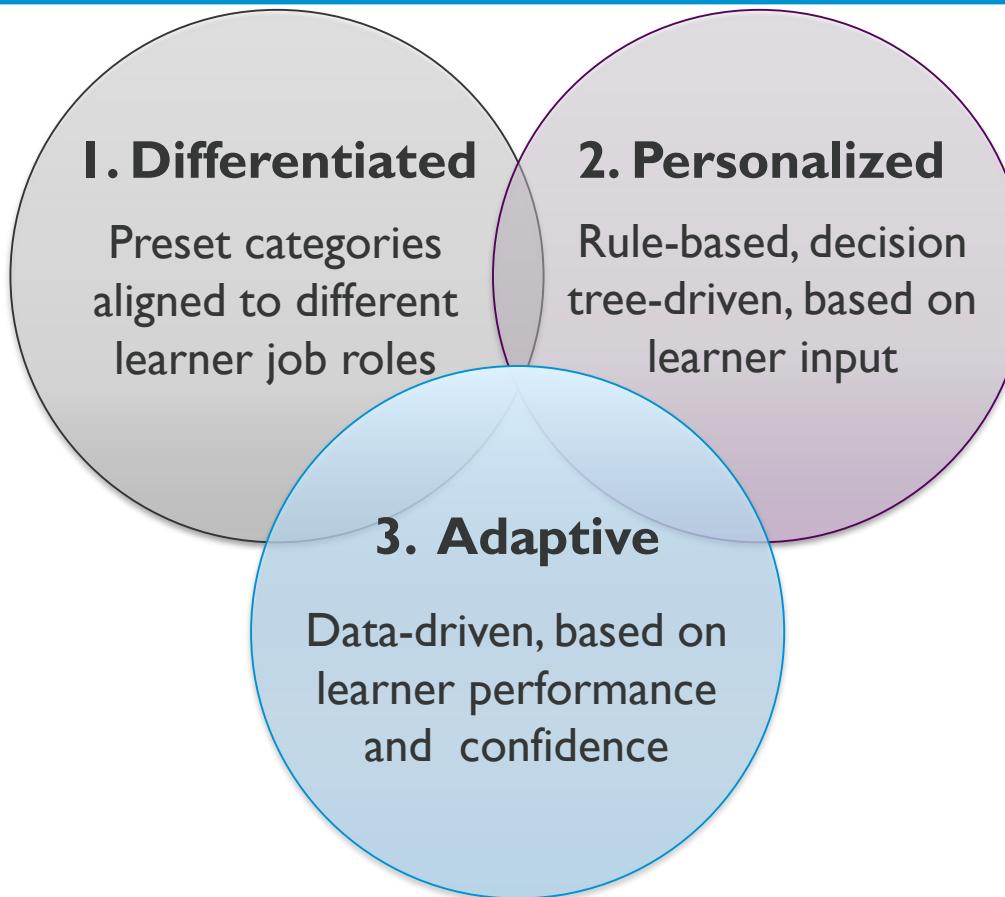
Adaptive Learning

TREND 3

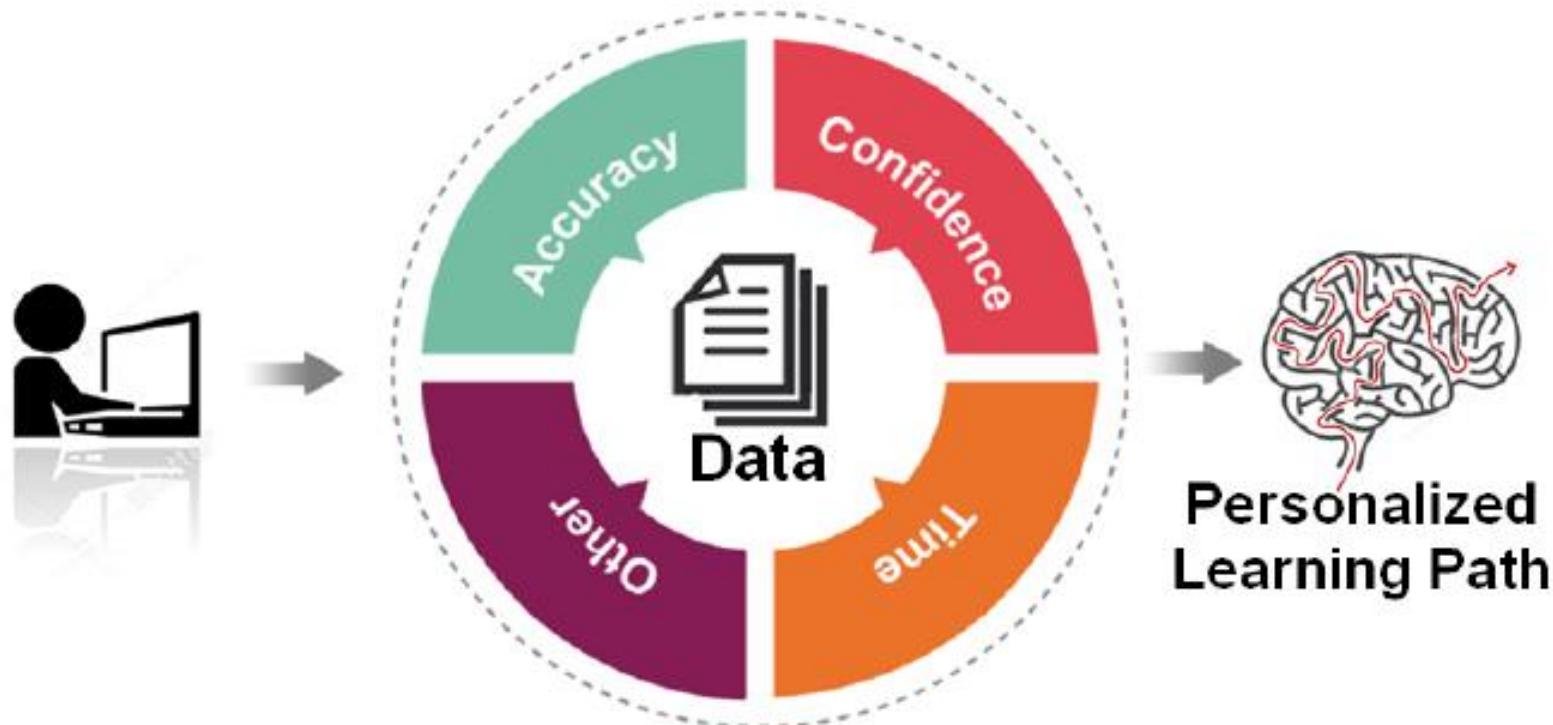
- Adaptive learning is an education technology that can respond to a student's interactions in real time by automatically providing the student with individual support



Different Types of Learner-Centric APPROACHES



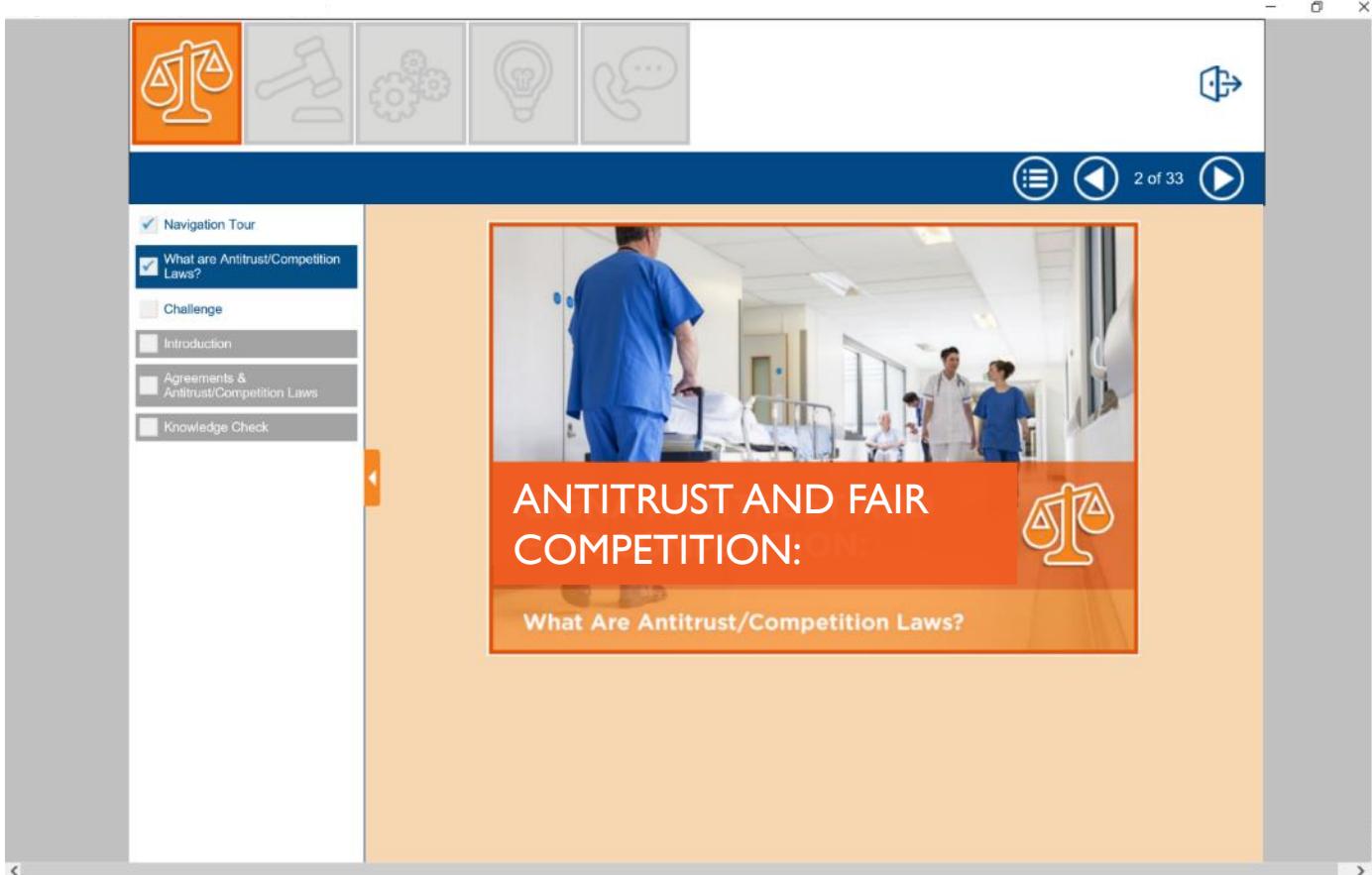
Adaptive Learning **PLATFORM**



Personalization

The screenshot shows a software interface for a personalized learning path. At the top, a toolbar features various icons: scales of justice, gavel, document, globe, thumbs up, double arrows, gears, lightbulb, speech bubble, and a user profile. Below the toolbar is a blue header bar with the text "1 of 65". The main content area is titled "Pre-Test" and contains the following text: "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 text is a large blue box with a gavel icon and the question "Do you work in the Legal Department?". At the bottom of this box are two buttons: "Yes" and "No". The interface has a sidebar on the left and a vertical scrollbar on the right.

Personalization



The screenshot shows a digital learning interface. At the top, there is a navigation bar with five icons: a scale (orange), a gavel, gears, a lightbulb, and a speech bubble. Below the bar is a blue header with the text "Navigation Tour" and a checked checkbox. A vertical sidebar on the left contains a list of sections: "What are Antitrust/Competition Laws?" (checked), "Challenge", "Introduction", "Agreements & Antitrust/Competition Laws", and "Knowledge Check". The main content area features a photograph of a hospital hallway with medical staff and patients. Overlaid on this image is a large orange box containing the text "ANTITRUST AND FAIR COMPETITION:" and a scale icon. At the bottom of this box is the question "What Are Antitrust/Competition Laws?". The top right corner of the slide shows "2 of 33".

Adaptive TESTING

0 21

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?

Low Medium High



Augmented and Virtual Reality

TREND 4

- 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

TREND 5

- Part of a new choice of modalities to supplement ILT, VILT, WBT, 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



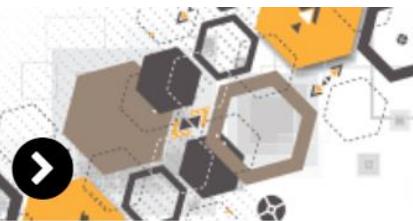
Example MOOC

<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></p> <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></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



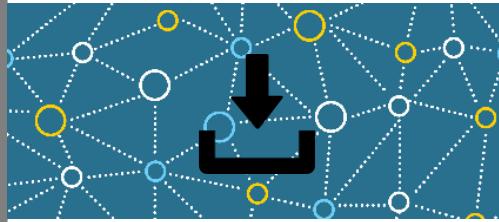
What Profile Would you Like to Work Better With?

DISCUSSION: Forum Question



Build Your Network

ACTIVITY: 25 minutes



Download map

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

TOOLS



mobilecoach





gpstrategies.com

Don Duquette
Executive Vice President

dduquette@gpstrategies.com

LinkedIn: linkedin.com/in/donduquette

Twitter: [@dduquette](https://twitter.com/@dduquette)

