



Use it or lose it: Train to retain
in the flow of work



Uber Freight

Southwest



Outreach

databricks

Lucidchart

What do **these three things** have in
common?

Annual vacation days

Muscle tone

Knowledge

- Head of Enablement Services
- Learning Design Guru
- Momma of two and outdoor sports fanatic



Over the last few years, everything about **how we work** has changed

2018

Average # of SaaS Apps: 18

In-Office Work

Average job tenure: 5 years

Software Updates Once a Year

Business is done in-person, through emails or calls

2022

Average # of SaaS Apps: 137

Hybrid

Average job tenure: 2 years

Software Updates Daily

Business is done virtually through 20+ channels

Except for how we train and enable our employees

2018

Powerpoints

LMS

Lengthy Training Sessions

2022

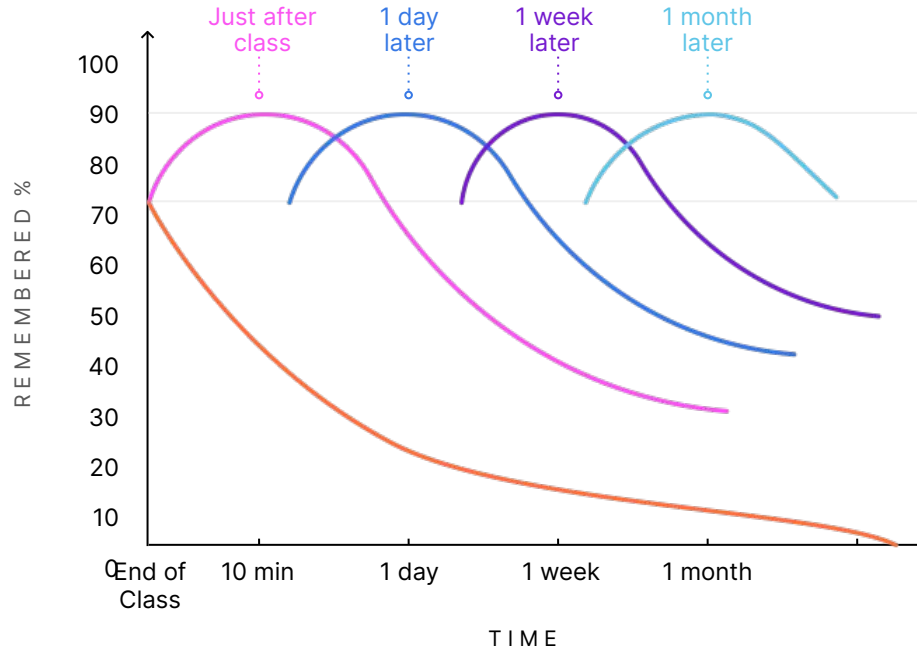
Powerpoints

LMS

Lengthy Training Sessions

We know that it's broken

Course training is scientifically ineffective for retention



Forgetting Curve

- Forgetting Curve
- Revision 1
- Revision 2
- Revision 3
- Revision 4

Source: Secret to Improved Academic Performance

Current training methods don't align with how our brains function

- When we learn new information, it's first stored in our **short-term or “working” memory**.
- **Information that is not reinforced and processed** in our working memory is discarded to make room for new concepts and ideas. It never makes it to our **long-term memory**.

Onboarding has always been a challenge.



Going remote only made this worse

37%

Decreased productivity without being able to turn to a coworker

35%

Longer ramp time for new hires while remote

41%

Higher gap in knowledge retention since moving to remote

The solution is right in front of us

People learn **by doing**



McKinsey Growth Survey

10%

Adult learners only remember 10% of what they heard

32%

Adult learners only remember 32% of what they saw

65%

Adult learners remember 65% of what they learn by doing!



★★★★★ 4.91 from 545 votes

Authentic New Orleans Style Gumbo

This Authentic New Orleans Gumbo is made with a dark roux, vegetables, chicken, sausage, and shrimp, and served over rice.

Print

Pin

★ Rate

AUTHOR LAUREN ALLEN
COURSE MAIN COURSE, SOUP
CUISINE AMERICAN

Tastes Better from Scratch

Ingredients

For the Roux:

- 1 heaping cup all-purpose flour
- 2/3 cup oil (vegetable or canola oil)

For the Gumbo:

- 1 bunch celery, diced, leaves and all
- 1 green bell pepper, diced
- 1 large yellow onion, diced
- 1 bunch green onion, finely chopped
- 1 bunch fresh parsley leaves, finely chopped
- 2-3 cloves garlic
- 1-2 Tablespoons cajun seasoning *
- 6-8 cups Chicken broth *
- 12 ounce package andouille sausages, sliced into 'coins' (substitute Polska Kielbasa if you can't find a good Andouille)
- Meat from 1 Rotisserie Chicken*
- 2 cups Shrimps, pre cooked
- cooked white rice for serving

Instructions

- 1. Make the Roux*:** In a large, heavy bottom stock pot combine flour and oil. Cook on medium-low heat, stirring constantly for 30-45 minutes. This part takes patience--when it's finished it should be as dark as chocolate and have a soft, "cookie dough" like consistency. Be careful not to let it burn! Feel free to add a little more flour or oil as needed to reach this consistency.
- 2. Brown the sausage.** In a separate skillet on medium-high heat place the sausage slices in one layer in the pan. Brown them well on one side (2-3 minutes) and then use a fork to flip each over onto the other side to brown. Remove to a plate.
- 3. Cook the vegetables in broth.** Add ½ cup of the chicken broth to the hot skillet that had the sausage to deglaze the pan. Pour the broth and drippings into your large soup pot.
- 4. Add remaining 5 ½ cups of chicken broth.** Add veggies, parsley, and roux to the pot and stir well.
- 5. Bring to a boil over medium heat and boil for 5-7 minutes,** or until the vegetables are slightly tender. (Skim off any foam that may rise to the top of the pot.) Stir in cajun seasoning, to taste.
- 6. Add meat.** Add chicken, sausage, and shrimp.
- 7. Taste and serve.** At this point taste it and add more seasonings to your liking--salt, pepper, chicken bullion paste, garlic, more Joe's stuff or more chicken broth--until you reach the perfect flavor. Serve warm over rice. (Tastes even better the next day!)

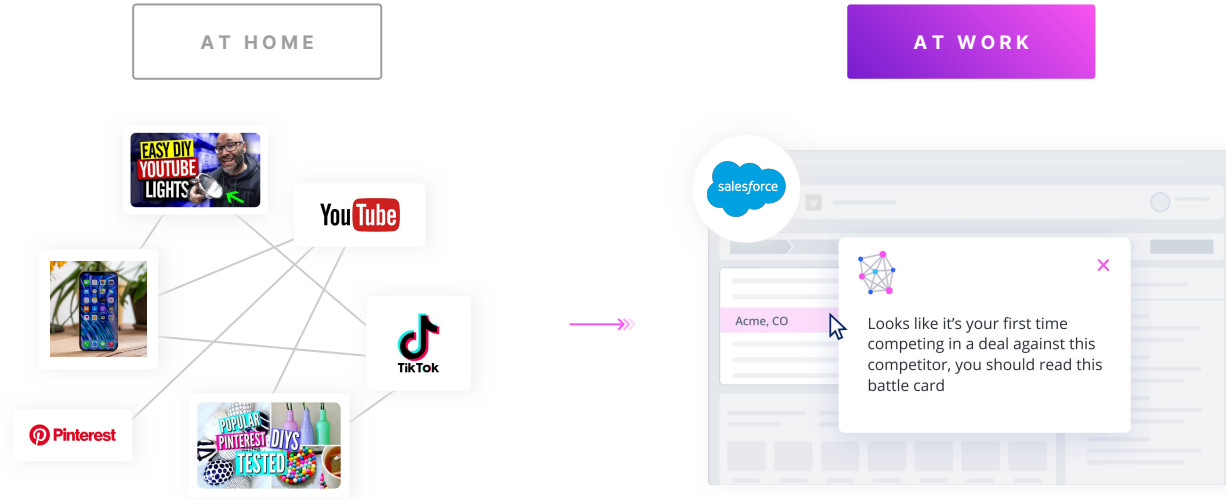
Peace of mind with xFi extra costs

Learn more

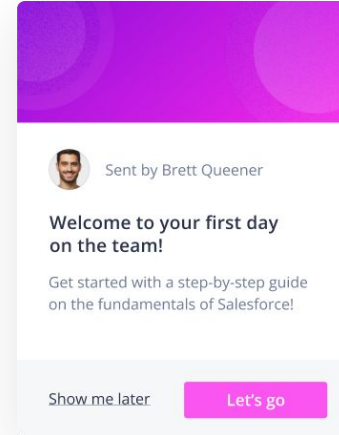
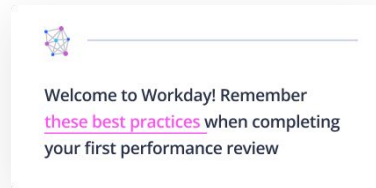
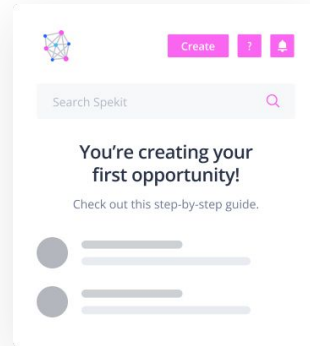
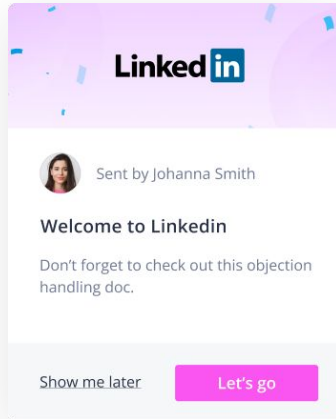
Employees just want the answers they need, when they need them

Enter the future of learning at
work

Learning is personalized and just in time



You're not digging for answers, answers find you



Introducing: Spekit

Content sources

Enablement Content



LMS Content



Content Stores



Where employees spend time

Core GTM tools



CHORUS

Communication tools



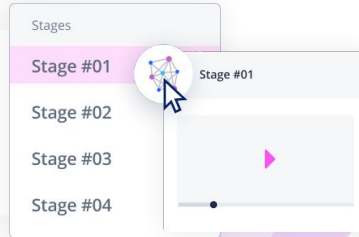
zoom



Spekit, the all-in-one Digital Enablement companion

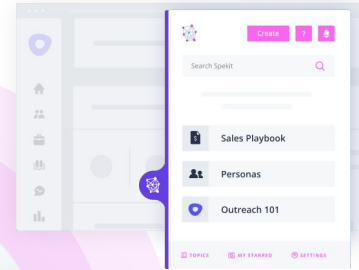
1

Accelerate onboarding and tool proficiency with self-guided learning



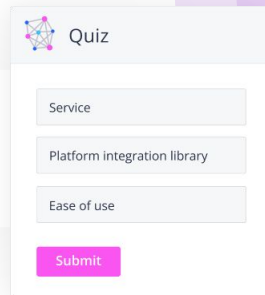
2

Drive productivity with knowledge at your fingertips



4

Learn as you work with learning in your workflows *Roadmap



3







Enable change Reduce support + training time with in-app alerts



Get started in minutes

Tool Training Content Library Best Practices

Spekit Library

 Outreach 101	 SEISMIC Onboarding	 Lightning 101
Follow this step by step tutorial on how to get started in Outreach.	Get the most from your content in Seismic with this topic!	How to set up an account name for your environment.
 SALES NAVIGATOR Best Practices	 CPQ Create a quote	 MEDDIC Playbook
Link your workflows by providing the context your team needs.	Import the key metadata for your project.	Everything you need to know about the MEDDIC sales methodology!



Uber Freight



Own{backup}



LEVEL
ACCESS



Chargebee



PagerDuty



H₂O.ai



KnowBe4



saltmine



Digital River



MUX



Demo