

# Personalized Learning From Onboarding to Ongoing

April 20, 2022



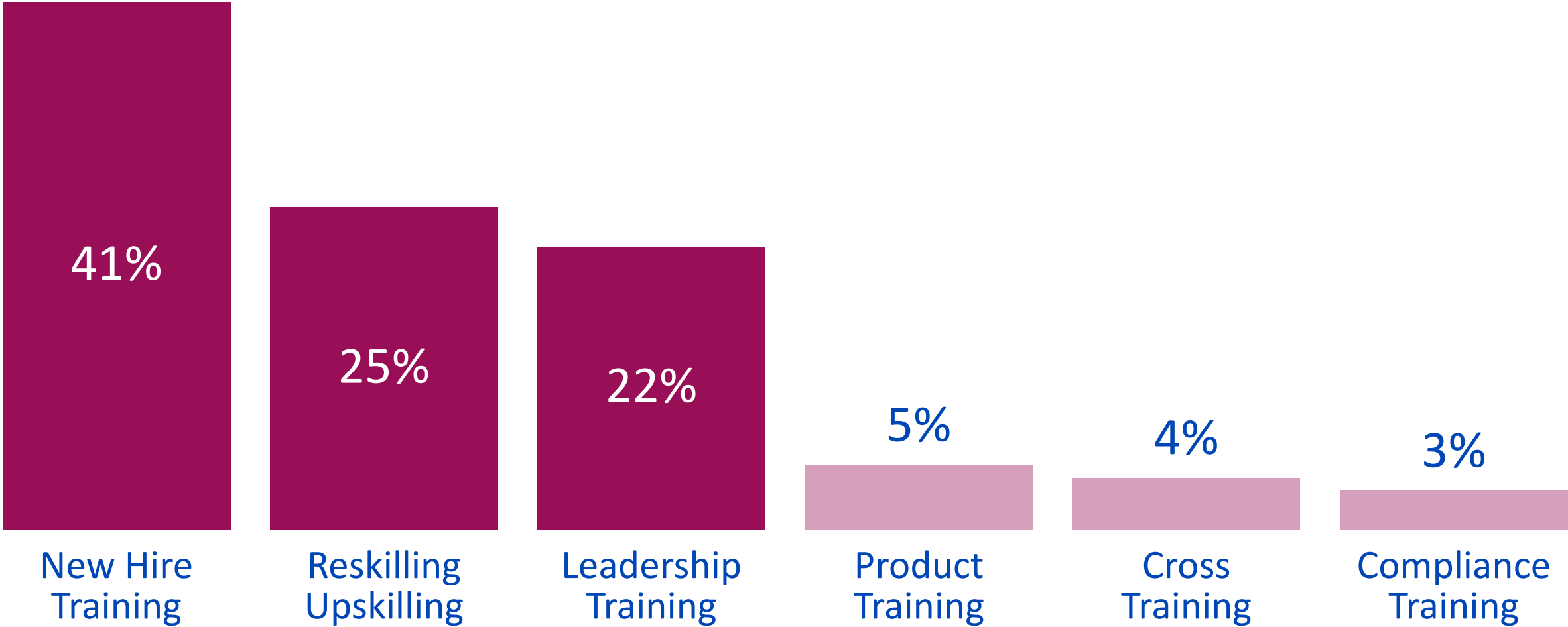
# Effective Learning Strategy is the Key to Productivity



74%

**Of Companies With Highly Effective Learning Strategies Report that Learning Has a Measurable Impact on Onboarding/Time to Full Productivity**

# Audience Poll - Top Area of Training Need in 2022





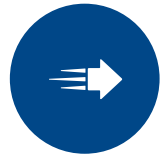
# Training Challenges - Onboarding and Ongoing



**Time required**



**Knowledge verification**



**Speed to competency**



**Knowledge retention**



**Low engagement**

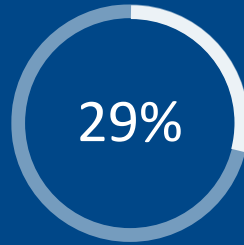


**Complexity and scale**



Audience Poll

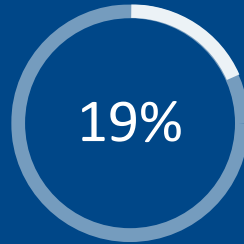
# Your Top Challenge with Onboarding



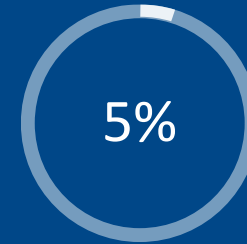
More engaging



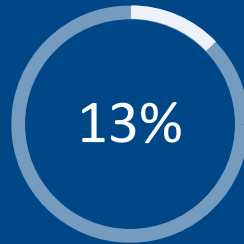
Knowledge retention



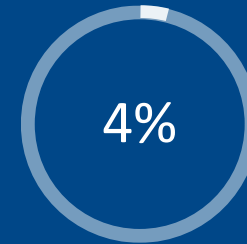
Linking onboarding to ongoing training



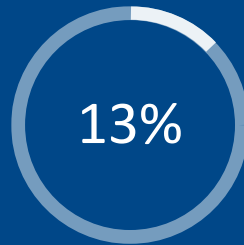
Visibility into progress



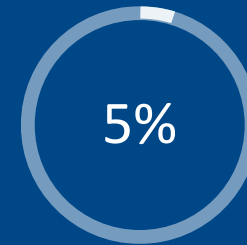
Efficiency



Reducing load on trainers

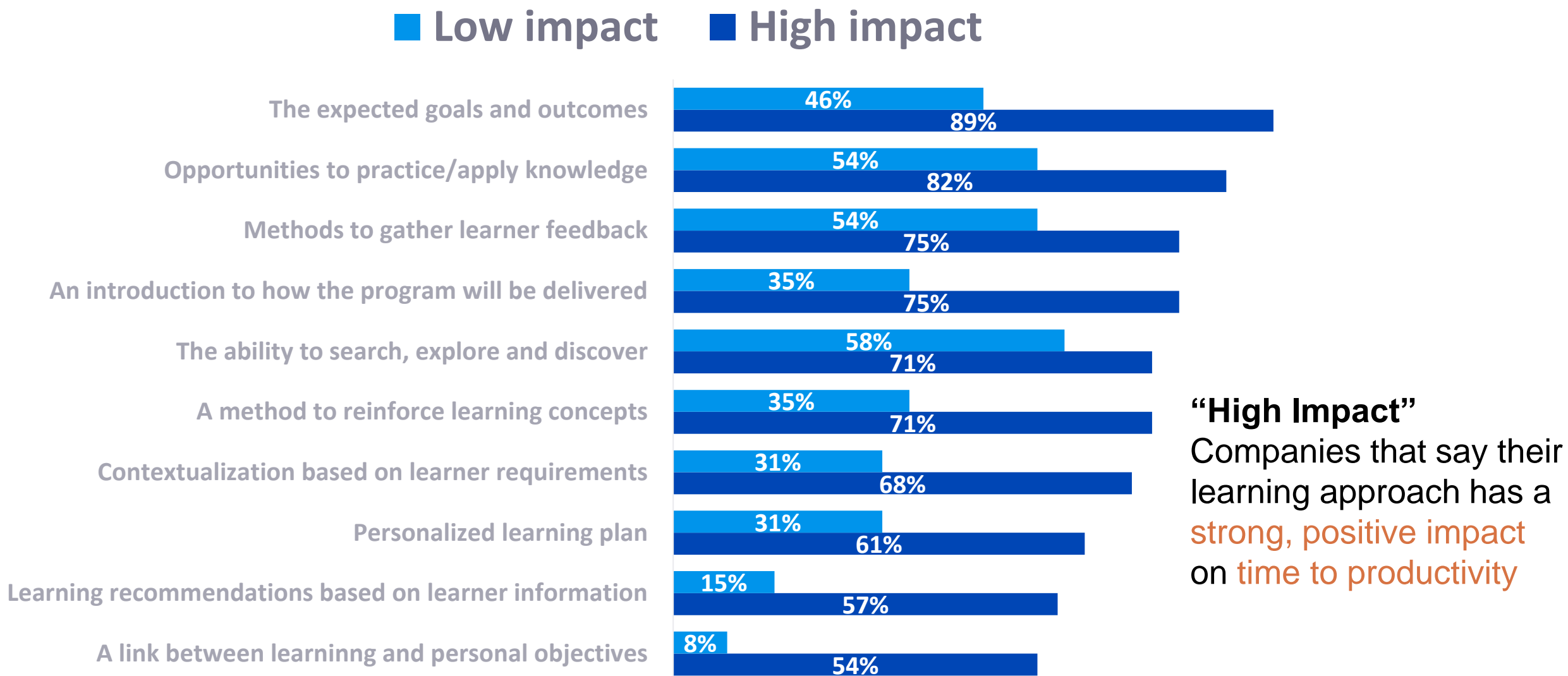


Improve competency



Onboarding not a current challenge

# What Does Effective Onboarding Look like



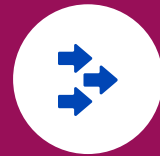
# Key Contributing Themes to Challenges



Too much content - not enough time



Measurement and verification fidelity



Redundant, wastage of time



Poor learner agency and visibility to outcomes



Once-and-done, same-for-everyone approach



Choppy, siloed learning content and experience

# Core Goals for Training and Learning



**Make it Engaging**



**Make it Effective**



**Make it Efficient**



**Make it Relevant**



**Make it Manageable**



**Scale it to the Complexity**



# Core Improvement Objectives



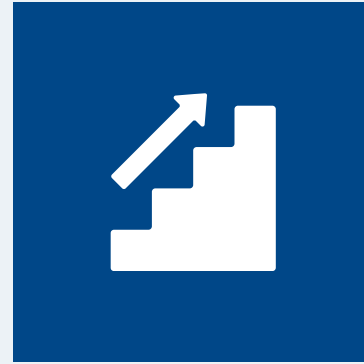
Learning that is contiguous



Learning that matters and is just for me



Learning that fits into work-life



Learning that connects and contributes to performance



Learning that moves at the speed of business

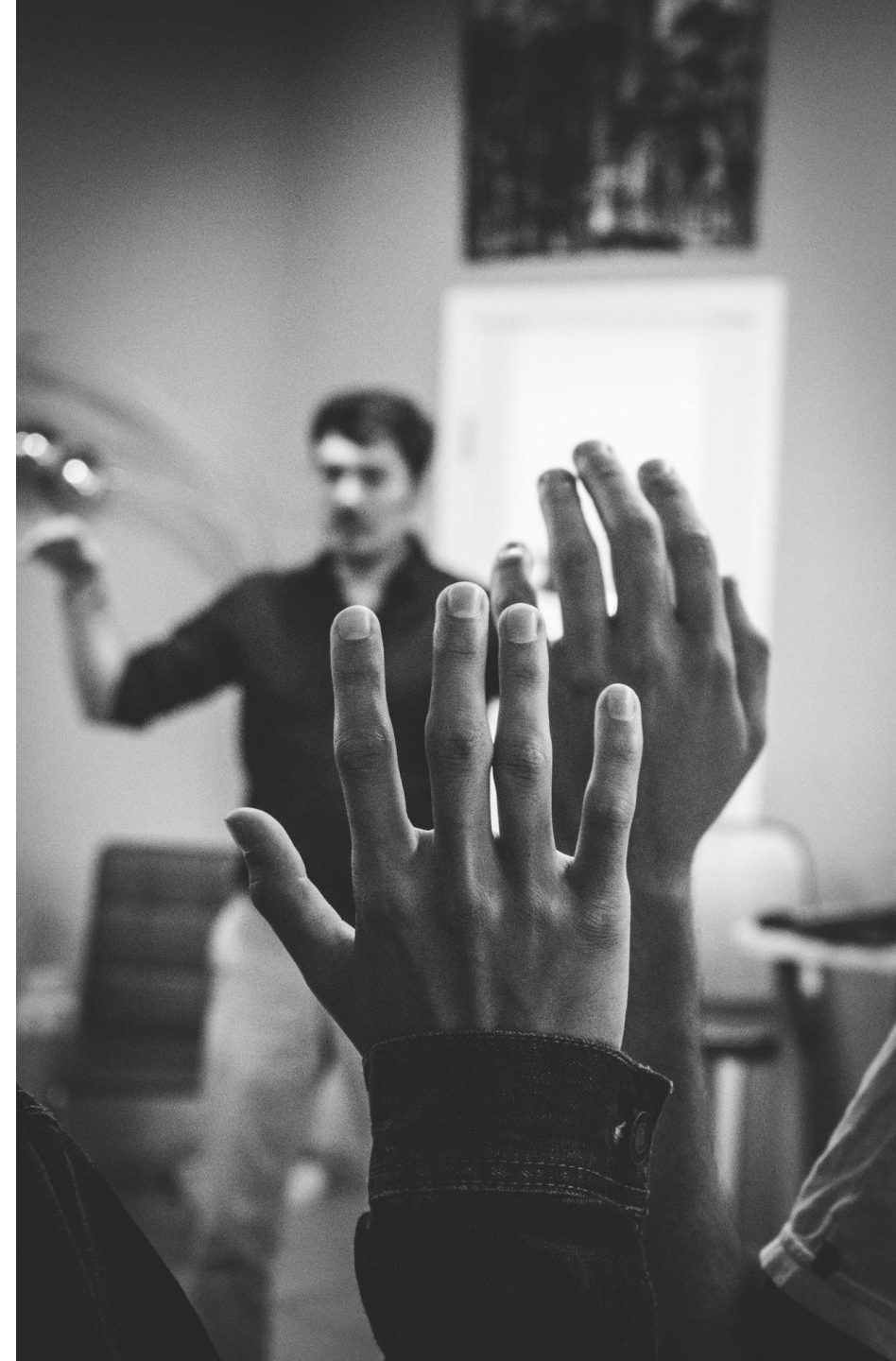


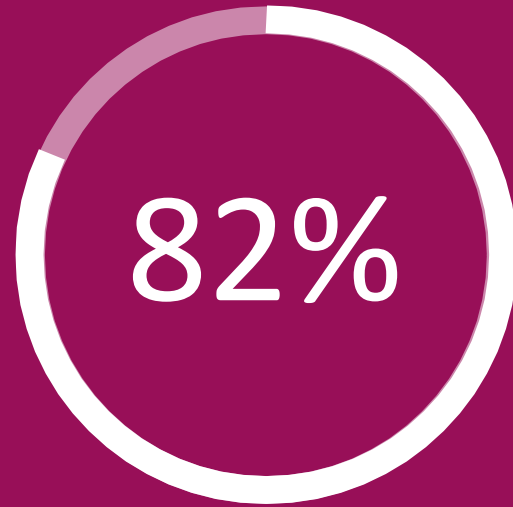
Learning that works at scale and complexity

*But how??*

The answer:

A personalized,  
connected learning  
strategy.





Companies working to  
improve personalization  
of learning

# How important is personalized learning in driving the following outcomes? (Highly or critically important)



“Personalisation - being able to deliver what a learner needs to **know** minus what they already **know.**”

Fiona Leteney - Fosway Group

Taken from Fosway Viewpoint Paper - “Personalization: Time to deliver on the promise”



<https://bit.ly/3vtt8V1>



# Personalization dimensions



## Learner Profile

Language, Location, Job Role, Tenure, Preferences



## Learner Proficiency

Prior Knowledge, Knowledge Gaps, Mastery



## Learning Context

Organization, Current Need, In the Field, On the Floor, Relevance to Task



## Learner Engagement

Level of Effort, Progress, Motivation, Behaviors, Emotions

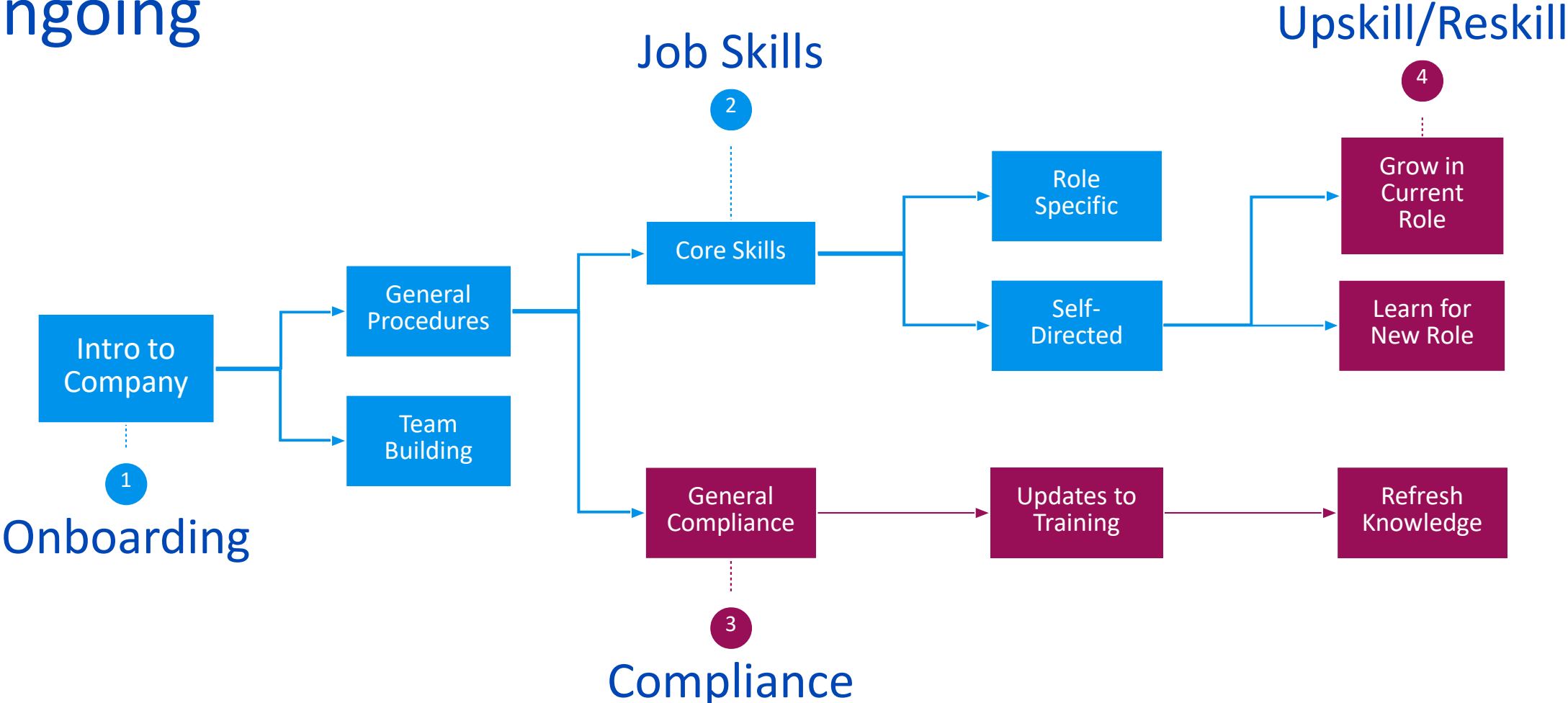




**What  
does it  
take to  
know what  
learners  
know?**

- Knowledge-first (not a content-first) approach
- Build training, learning upon a knowledge foundation
- Develop granular and reusable knowledge, not monolithic courses
- Measure - knowledge acquisition and retention

# Connected Learning - Extending Onboarding Seamlessly to Ongoing



Group Patient Care Tech Role

15 Learners

Content Feedback To Review

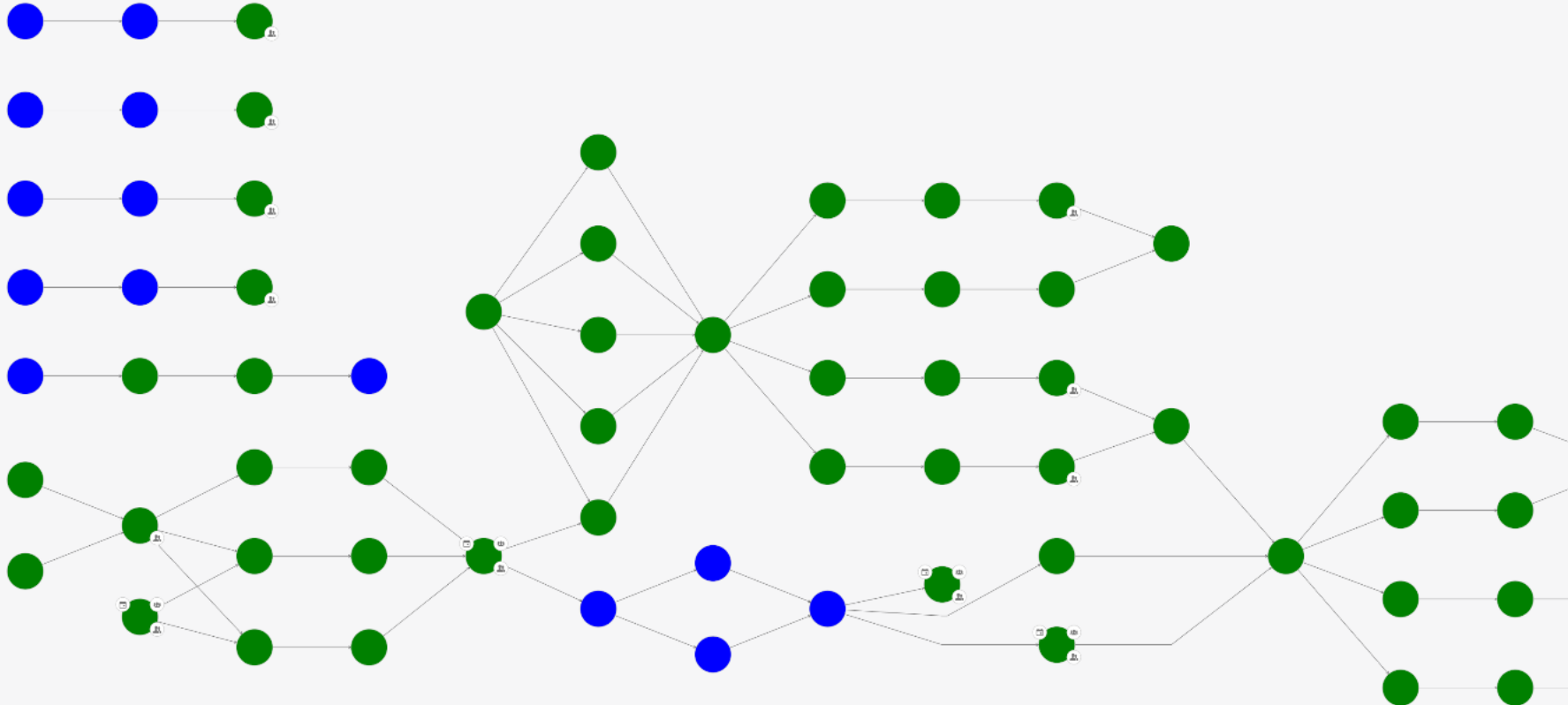
Create Module

Leaderboard

Watch

Toolbox

Learners Modules Assessments Analytics Learning Map



Group

- Zunairah
- Mayson
- Luciana
- Alaw
- Suman
- Dev
- Vanesa
- Emma
- Mollie

Map List + - [Navigation icons]

Locked Available Completed In Progress Completed Mastered

Group Patient Care Tech Role

15

Learners

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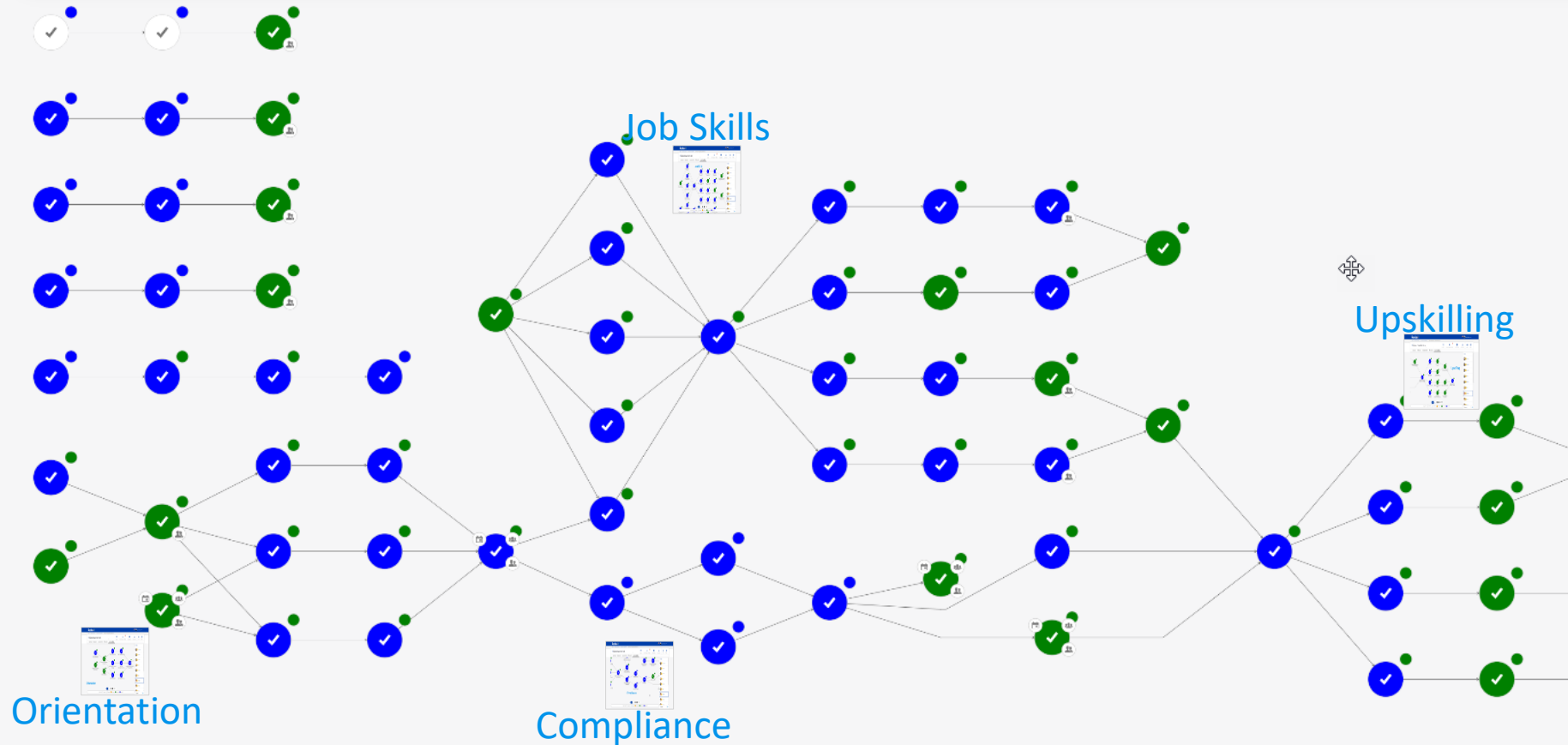
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Compare



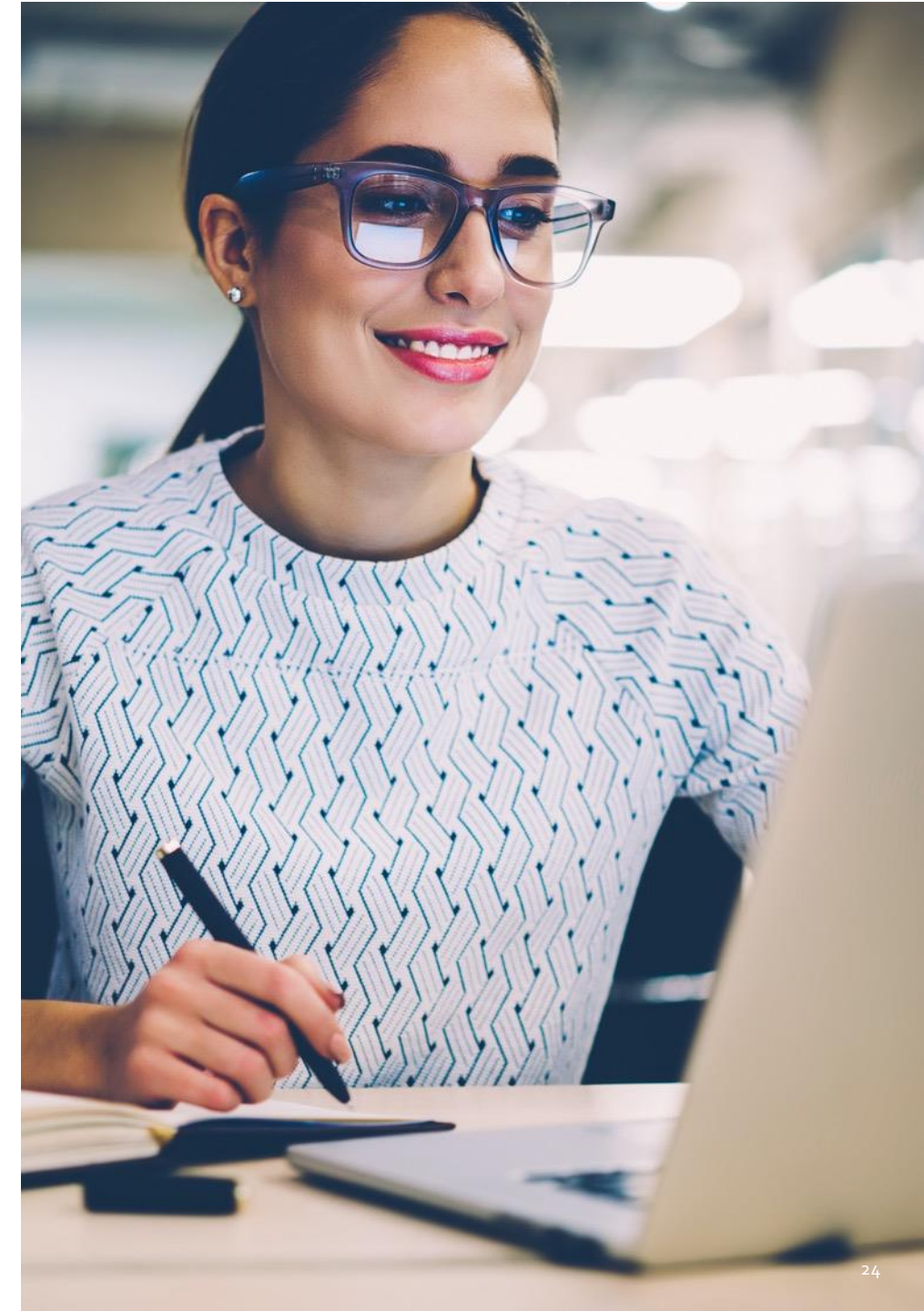


## Example 1 – Speed to Competency

- Industry: Healthcare
- Needs:
  - Assure competency
  - Speed to competency
  - Manage different skill levels
  - Avoid overwhelming learners
  - Give proper support to learners
- Core elements:
  - Account for prior knowledge
  - Blended approach
  - Provide ongoing skill building over time

## Example 2: Leadership Academy

- Industry: Healthcare
- Needs:
  - Onboarding leaders of different skill levels
  - Broad spectrum of skills
  - 24-month curriculum
- Core elements:
  - Account for prior knowledge in each area
  - Allow leaders to proceed at own pace on self-learning
  - Create cohorts dynamically based on readiness to proceed to classroom activities
  - Reduces training to 12-18 months
  - Better results, less overload, higher quality interactions





# Example 3: Cross Training

- Industry: Media and Entertainment
- Need:
  - Train 100K workers on 400+ products
  - Serve customers with highest quality
  - Speed up training where there is overlap
  - Keep up to date on high volume of changes
- Core elements:
  - Onboarding in one area
  - Cross-train and account for prior knowledge
  - Shoulder-to-shoulder training and demonstrations to ensure quality
  - Automated updates to train in flow of work with speed





## Example 4 - Ongoing Knowledge Management

- Industry: Pharmaceuticals
- Needs:
  - Significant volume of products to train on and keep fresh
  - Internal compliance initiatives not properly enacted
- Core elements:
  - Integrate product training and compliance training with ongoing knowledge maintenance
  - Adapt to worker's skill level to speed learning
  - Create learning challenges to engage learners
- Results
  - Provide integrated, gamified knowledge refreshers across all ongoing learning.
  - Replace point-product used for knowledge retention with one integrated solution

# Required elements of Learning for today's environment

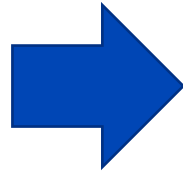
- 1 Connected, contiguous and seamless
- 2 Outcomes (Knowledge and performance) focused
- 3 Time and effort efficient
- 4 Personalized and continuously shaped
- 5 Fit, Scale to complexity of environment





What if we had a  
system that knew  
what everyone knew?

SENIOR EXECUTIVE, TRAINING INNOVATION



Individualized training schedules

Efficient training – Train to individual gaps

Real-time visibility to learning needs/risk

Precision in upskilling and reskilling

Easier update management

Improved mobility – faster cross-training

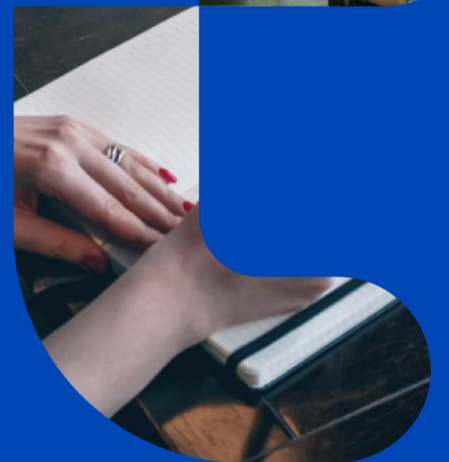
Optimized training costs – labor time

# About Realizeit

Our mission is to transform workforce training and learning through personalization to drive performance.

Adaptivity powered by AI is the game-changing technology required to improve performance through personalized learning.

More and more large-scale organizations are turning to Realizeit when they realize that their conventional learning technologies (i.e., LMS, LCMS and LXP) fall short of their aspirations for transformation.

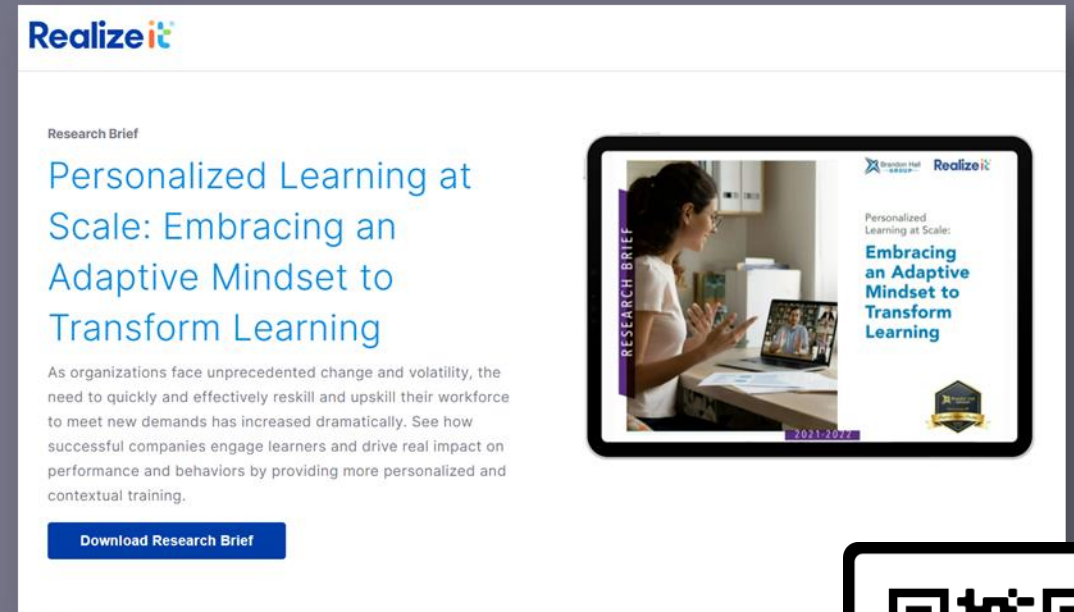


Visit our Workforce Training & Development Resource Center for access to **4 eBooks, RFI Primer, Webinar recordings, and Podcasts**

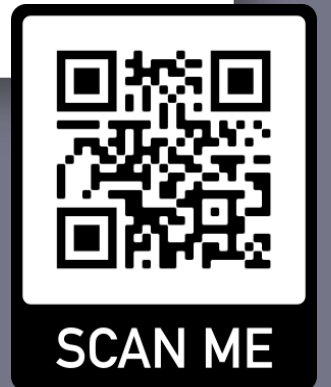
Download this **Research Brief** to see how successful companies embrace an Adaptive Mindset to transform learning



<https://bit.ly/3KXJfkd>

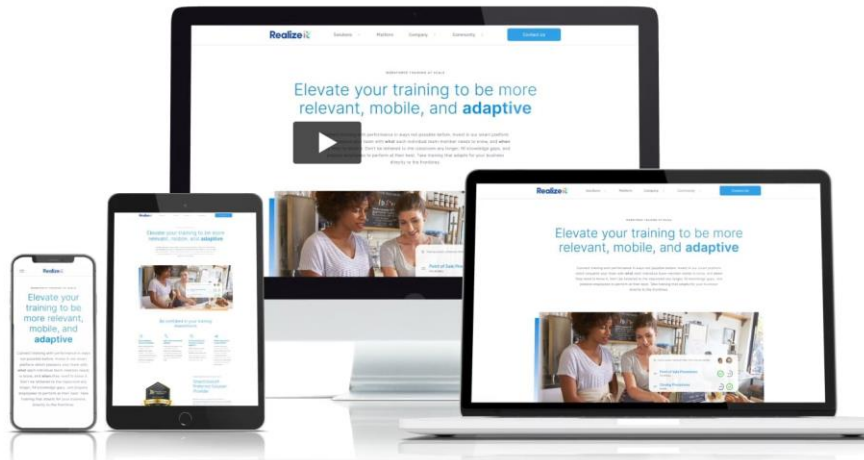


<https://bit.ly/394Nk8j>



Interested in learning more about Realizeit?

A breakthrough  
intelligent learning *solution*



SCAN ME

<https://player.vimeo.com/video/527853620>

## Let's Start a Conversation

Reach out to discuss how Realizeit adaptive technology can transform your workforce development:

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<https://www.linkedin.com/in/mjk2020>

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### Workforce Resource Center:

<https://bit.ly/3KXJfkd>

### Research Brief:

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