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KATE...

- Is originally from New Jersey (the Bruce Springsteen part, not the snooki part)
- Lives in Indiana, PA with her husband, two cats, and one dog
- Has been in Learning & Development for over 8 years at companies that include Weight Watchers, AAA MidAtlantic and La-Z-Boy
- Has a Masters in Learning & Development
- Did not grow up wanting to work in adult learning...did you?

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SSOE GROUP

SSOE Group is headquartered in Toledo, OH with over 200 locations in the United States and 2 International offices

- Architecture/Engineering firm, also offering construction services
- Approximately 1,100 employees across the nation and around the world → unique challenges for learning & organizational development
- Clients include Nissan, Purdue Pharmaceuticals, Post Consumer brands, Hershey, Ford Automotive, Toyota, General Motors, as well as education, health care and technology clients

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Housekeeping

-  AUDIO
-  MEDIA
-  QUESTIONS
Group Chat & Q&A
-  SURVEY

4

Learning Won't Be the Same Again.

- 
THE COVID-19 PANDEMIC FORCED COMPANIES TO ACCELERATE REMOTE WORK ASSIGNMENTS
- 
48% OF AMERICAN WORKERS SAY THE ABILITY TO WORK REMOTELY HAS INCREASED THEIR PRODUCTIVITY
- 
90% OF CORPORATIONS NOW USE E-LEARNING COMPARED TO JUST 45% IN 2019

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Poll

Where does your company work?

- Remote
- In-office
- Hybrid

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What Do Learners Need?



- 90 percent of Axonix survey respondents said it is important that training is easy to complete and understand.
- 87 percent said it is important to have access to training information anytime and anywhere they need it in order to do their jobs; 51 percent said this is very important.
- 85 percent said it is important that training is engaging and fun; 39 percent said this is very important.
- 85 percent said training that is personalized and relevant to them is important; 42 percent said personalized training is extremely important.


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eLEARNING IS THE ANSWER



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How Can You Adapt Your Training?



- ✓ Is training even needed?
- ✓ Who are your learners?
- ✓ Do you have existing materials to adapt?
- ✓ Do you have the technology you need?
- ✓ How will you gauge transfer & retention?

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Is Training Even Needed?

If the performance problem is related to the following, training may not be the answer:

- ✓ Environment/Workplace culture
- ✓ Employee motivation
- ✓ Lack of "Awareness"



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Try This Instead:

Environment & Culture

It's difficult for training done to fix the deeper issues causing a culture problem of a company; lack of knowledge is not typically the issue. Leaders should not work together to find a long-term solution.

Motivation

If motivation is low, interactive training could help employees. Typically, however, training can't fix an employee's attitude. Employee morale and the environment are the employees' behavior needs to be addressed separately.

"Awareness"

Instead of focusing on making employees "aware" of something, look to find activities that drive skills transfer. If employees need to be "aware" of a policy or process, consider internal communication channels or using a job aid instead.

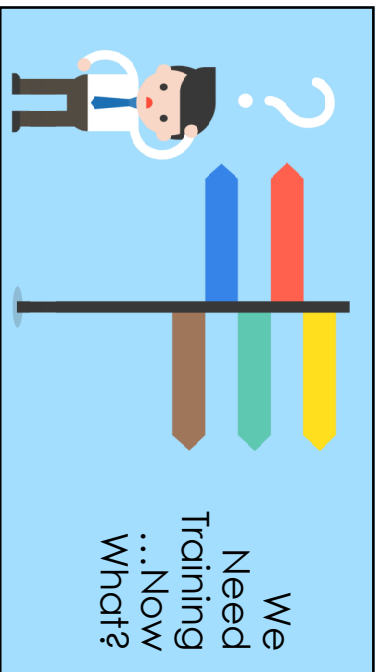
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Poll

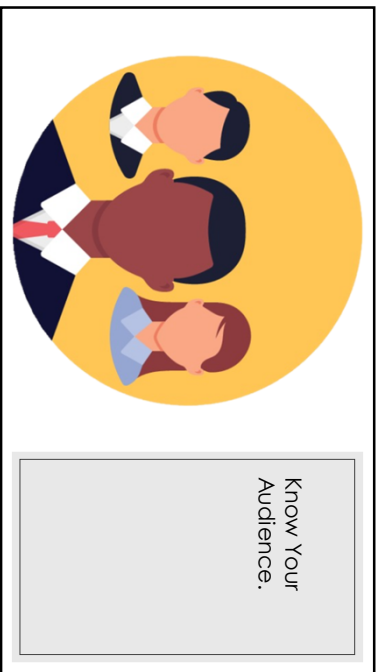
Do you ask if training is needed at your company?

- o Yes
- o No

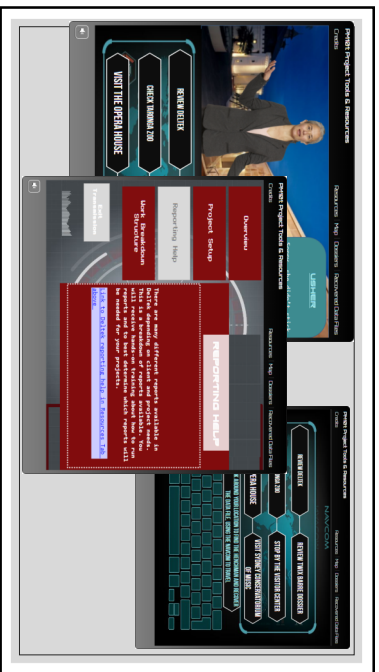
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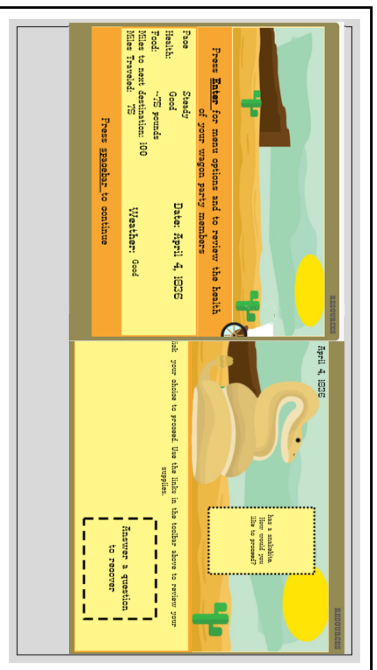
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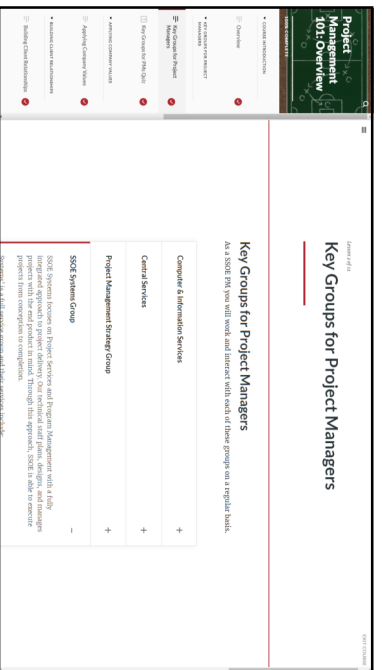
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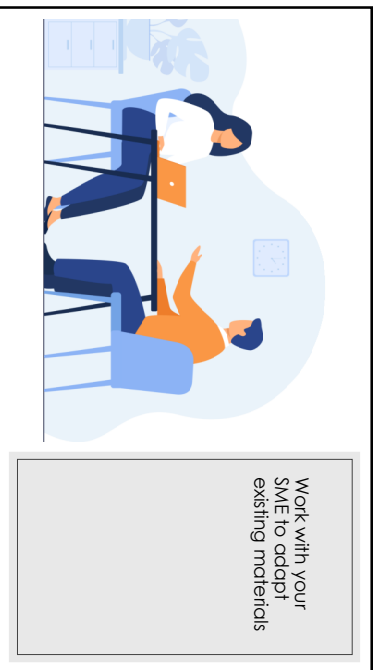
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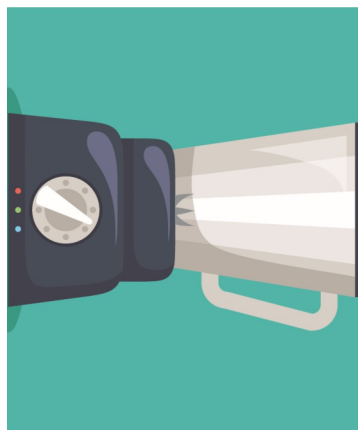
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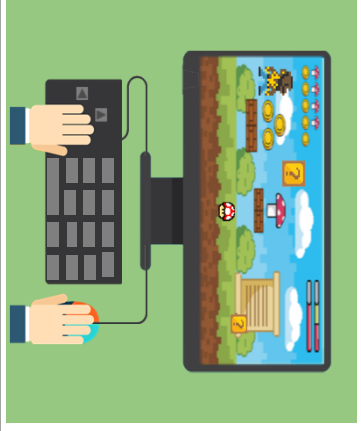


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An illustration of a dark blue and white blender with a silver dial on the front, set against a teal background.


Blend it up!

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An illustration of a person's hands using a keyboard and mouse. The monitor displays a colorful, cartoonish game scene with a car, a robot, and various icons.

Incorporate video or gamification elements

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An illustration of a laptop, a tablet, and a smartphone on a brown background with large, faint gear icons.

Do you have technology?

- A Learning Management System is essential (like Bizlibrivy)
- Authoring tools
 - Canvas LMS
 - PowerPoint or equivalent as Adobe Captivate
 - (New Article: Second Step)

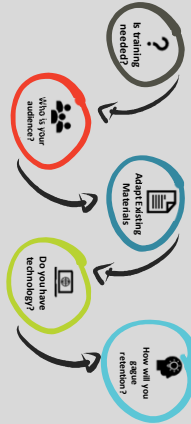
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How will you gauge retention?



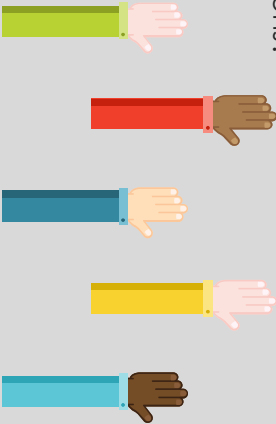
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CONVERTING TO eLEARNING



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Questions?



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