



SMART LEARNING DESIGN

FOR SMART LEARNING YOU NEED TO MATCH ...

1. CORPORATE LEARNING

Workforce planning
Key positions, succession
Desired skills and competency set
Capability building skills
Training standards, tools,
offering



2. INDIVIDUAL NEEDS

Goals and objectives
Competency set
Strengths, weaknesses
Education
Experience
Potential
Performance



LEARNING JOURNEY

Standard learning units (onboarding)
Learning opportunities (education,
training, projects, exposure, jobs,...)
Prioritisation
Time line



? DOES YOUR CURRENT LEARNING OFFERING HAVE ...

Relevant Topics

+

Great learning experience

+

Ability to apply and execute

Hot in the market

Everything digital (sales, marketing, operations, ...)
On-line capability building
Technology driven topics

Available from A - Z

Agile project management
Business presentations
Building online capability
Customer journey mapping
Digital transformation
Enterprise data strategy
Economic modelling
Human resource management
Lean Sigma/Jump-start
Managing remote workforce
Sales excellence, b2b
Strategic workforce transformation
Talent management
Zero-based Budgeting
... and more

Top quality, experienced instructors

Interactive and engaging

Get certified as successful practitioners

Learn at your own pace

Online collaboration, communication, community, partnership

Simple and short theory units

Cases from work environment, and lots of practical examples

Role play, discussion and feedback, even online

Learning by doing

? IS YOUR LEARNING OFFERING

BESPOKE

and enhanced course content, aligned to your organisation's needs and learning and branding guidelines.

INSIGHTFUL

Monitor course progress, completion and performance for different types of learners and instructors.

ENGAGING

and seamless eLearning experience, easy to use for learners, instructors, and producers.

SHARING

Support learners to share and learn through team activities and collaborative experience.

CONNECTED

and integrated with your other systems. Connect with Google Apps, MS Office 365, Teams, Zoom, WebEx.

VERSATILE

Any time, anywhere on all mobile devices. Plug-ins for specific requirements (SCORM, user data upload, etc.)

SAFE and PROTECTED

TO TAILOR, NEEDS ANALYSIS IS VITAL ...

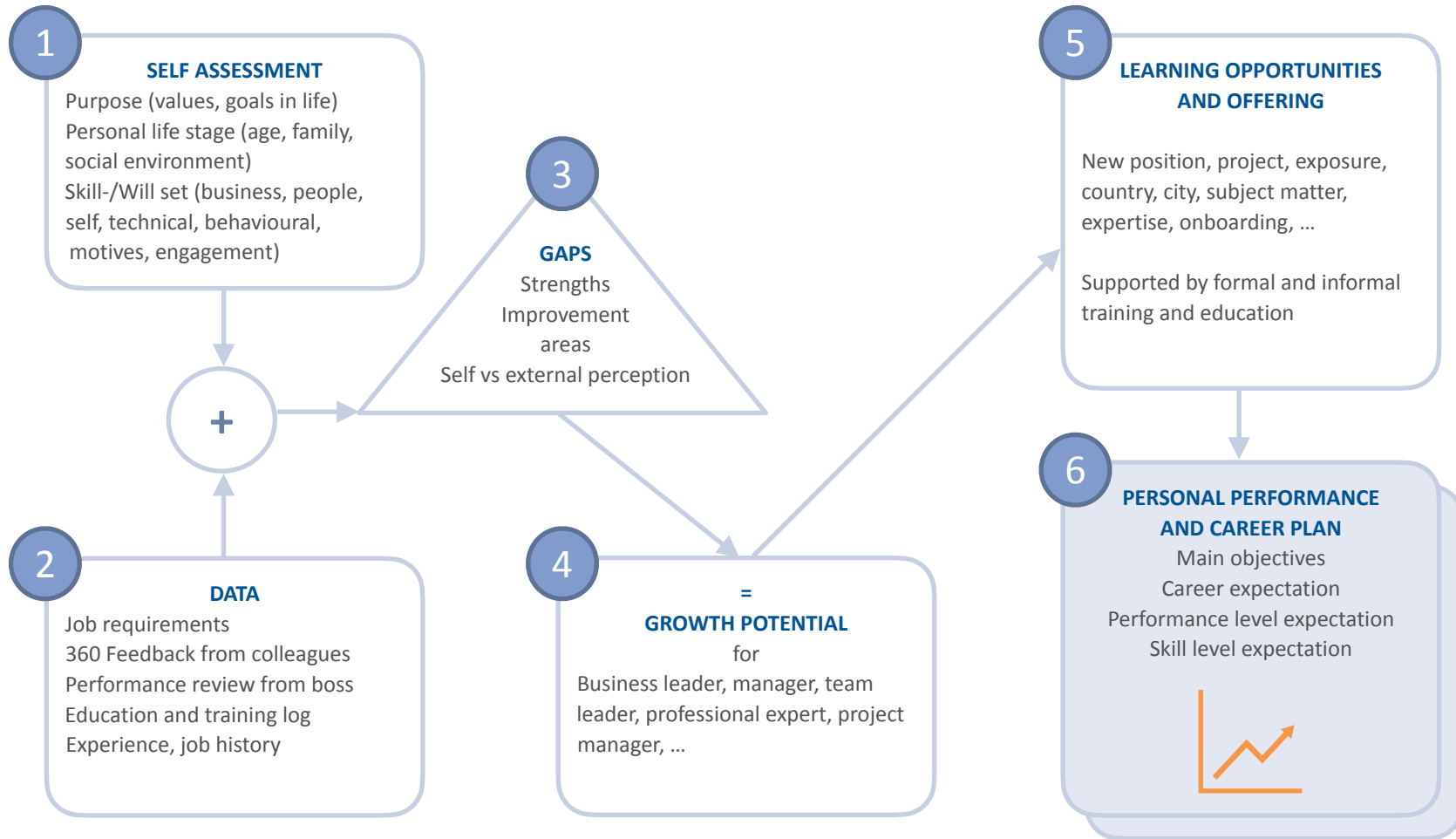


	Learning objectives	Situational analysis	Best practice	Content development	Documentation		
RELEVANCE	<p>Clarity in concepts of competencies, level of skills needed</p> <p>Consistency in skills definitions.</p> <p>Gap analysis</p>	<p>Validation of skills in specific critical situation</p> <p>Find importance and relevance of situations</p> <p>Cover as much ground as possible</p>	<p>Find, establish and disseminate efficient business practices</p> <p>Create accessible data of what works, what doesn't</p>	<p>Pilot with target audience</p> <p>Feedback and improvement</p> <p>Validation with Business Directors</p>	<p>Easy online LMS access for developers, trainers, participants</p>		
DESIGN	<p>Define competencies along a scale of complexity</p> <p>For each block of <i>Business Management, People Management, Self Management</i></p> <p>Template</p>	<p>Critical Incidents Reports</p> <p>Use-cases</p> <p>Case-lets</p> <p>Template</p>	<p>Best practice sharing (on/offsite)</p> <p>Coaching</p> <p>Template</p> <p>For business clients, participants, trainers</p>	<p>Definition and overview</p> <p>Current thinking</p> <p>Format (online, blended, F2F)</p> <p>Didactics</p> <p>Template</p>	<p>Learning objectives catalog</p> <p>Critical incident evaluation</p> <p>Cases, analysis, solutions, role play</p> <p>Best practice sharing</p> <p>Lectures</p>		
		<p>Step 1 - collection</p> <ul style="list-style-type: none"> Determine qualified interview partners (from the business) Determine incident which was critical or remarkable out of respect Context: collect all relevant information of the situation Obtain written story from interviewees (context, thinking, feeling, before, during and after, impact on client and self) 	<p>Step 2 - reflection</p> <ul style="list-style-type: none"> Reflect on why the incident was critical and on the way the incident was resolved Identify specific issues with people, situation, environment Evaluate resolution re its performance Identify root causes for success or failure Identify effective and ineffective behavior 	<p>Step 3 - documentation</p> <ul style="list-style-type: none"> By way of recording (video, audio needs signed permission for later use) Write up and transcript Validation and correction by interviewee Turn CI into case write up 		<p>Content</p> <ul style="list-style-type: none"> Document must give a basic definition and overview of the topic Captures current thinking on the topic Well-written (e.g., grammar, spelling, parallel construction) Documents should be reviewed by module owner and, for core documents, a knowledge based representative <p>Structure</p> <ul style="list-style-type: none"> Structured with a logical flow around a value proposition or application perspective that breaks content into digestible pieces Enables user to easily locate place when working within the document <p>Format</p> <ul style="list-style-type: none"> As learning log format with key slides and space for notes Employs consistent use of fonts, text sizes, colors, etc. Summary of key messages/reminders <p>Didactics</p> <ul style="list-style-type: none"> Materials must have sufficient examples, exercises, and cases to ensure depth of learning 	
OWNERSHIP	CHIEF LEARNING OFFICER	BUSINESS DIVISION	VLP BUSINESS DIVISION	CHIEF LEARNING OFFICER	CHIEF LEARNING OFFICER		

.... AS IS THOUGHTFUL DESIGN FOR DELIVERY



DO YOU PLAN FOR INDIVIDUAL EMPLOYEE NEEDS?



IS YOUR LEARNING OFFERING VERSATILE?



Engaging through an exceptional and relevant learning experience
Learner-centric design and business aligned objectives



Empowering, personalised and self-directed Learner drives his/her own development, and learning fits individual needs (one size fits one)



Hyper-connected with analytics everywhere Connected and targeted learning to drive effectiveness (that is measured)



Ubiquitous, just in time, on-demand and in context Learning supports performance on the job, in relation with specific activities and problems. Small learning assets accessible anytime, from anywhere



A blend of social, experimental, formal and informal The right format for the right purpose, mixing formats makes learning more effective



A continuous learning behaviour Promoting inquiry, exploring and doing, creating a learning culture

FOR ANSWERS, PLEASE GET IN TOUCH



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