

fostering a habit of
**EVERYDAY
LEARNING**



LEARN**GEEK**



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How often does the average employee **engage** with L&D?
How often does the average employee **learn** something new?





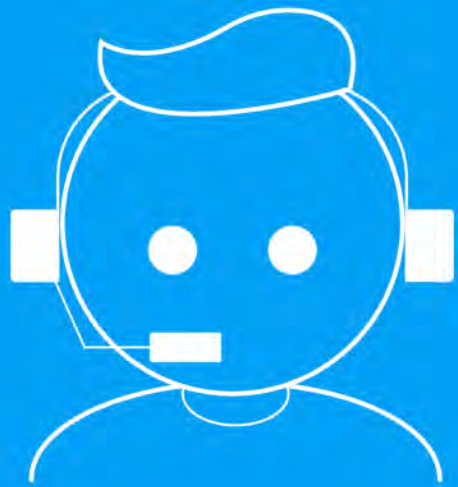
20%

Informal learning



10%

Formal
learning



70% On-the-job
experience



Work moves **FAST**. It's easy to get caught up in the day-to-day.



It is difficult for employees to balance personal development with business priorities.



And what about the stuff you **don't readily encounter** on the job?

EXCEPTIONS?

DETAILS?

CHANGES?

INCONSISTENCIES?

ASPIRATIONS?





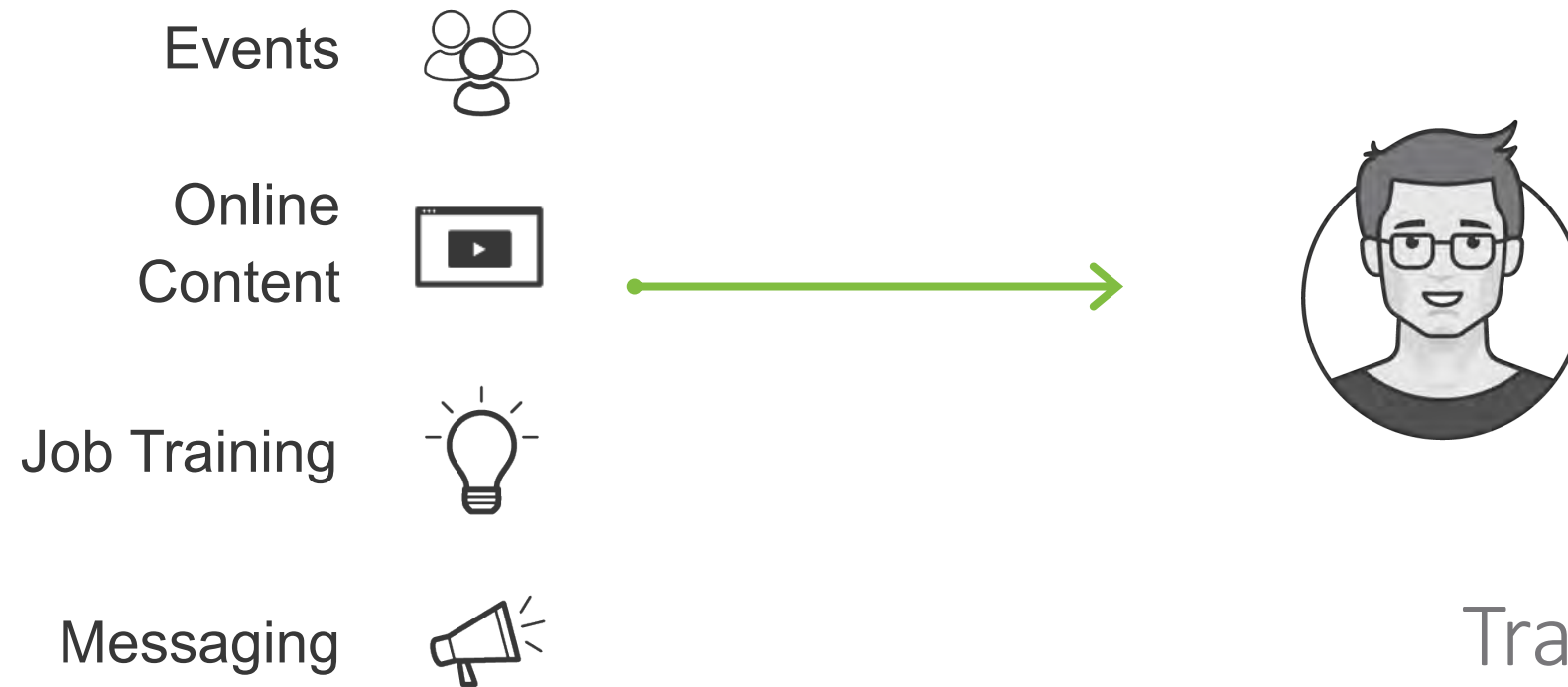
Or the fact that many people **don't recognize** their knowledge/skill gaps.



A man with short dark hair, wearing a dark t-shirt and a light-colored apron, is focused on a computer screen. He is in a workshop or office setting with various tools and equipment visible in the background. The lighting is soft and focused on him.

We can't learn **everything** we need just by doing the job.

workplace **training** experience

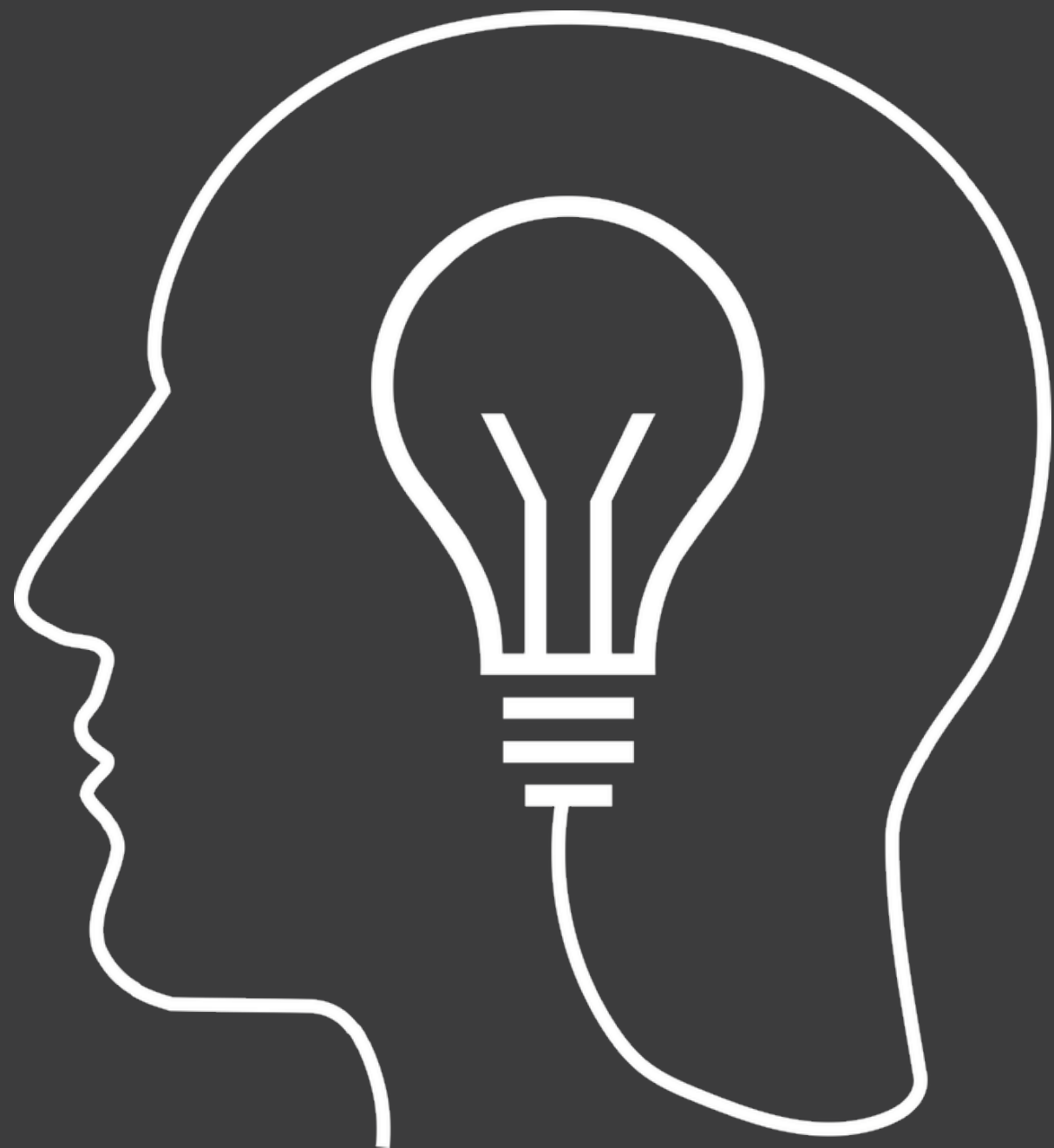


Traditional training cannot keep up with the **reality** of day-to-day work.

We don't have time for learning!

*actually means "your strategy
doesn't fit our reality."*





Learning is about
moments, not content.

5 Moments of Need

Gottfredson + Mosher

NEW

MORE

APPLY

SOLVE

CHANGE



This is why microlearning principles are the foundation of a modern workplace strategy.



FOCUS



FAMILIARITY



SCIENCE



ACCESS



FORMAT



DATA

Microlearning is just **learning that fits.**



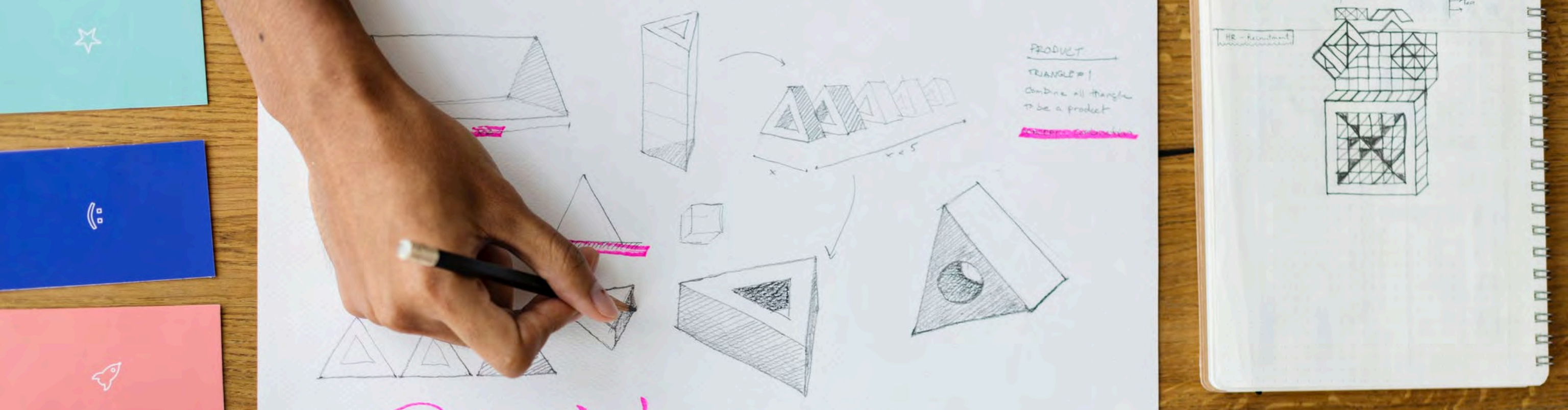
A close-up, slightly angled shot of a clock face. The clock has a white face with black hour markers and hands. A red second hand is visible, pointing towards the 3 o'clock position. The clock is mounted on a light-colored wall.

Everyone has **5 minutes.**

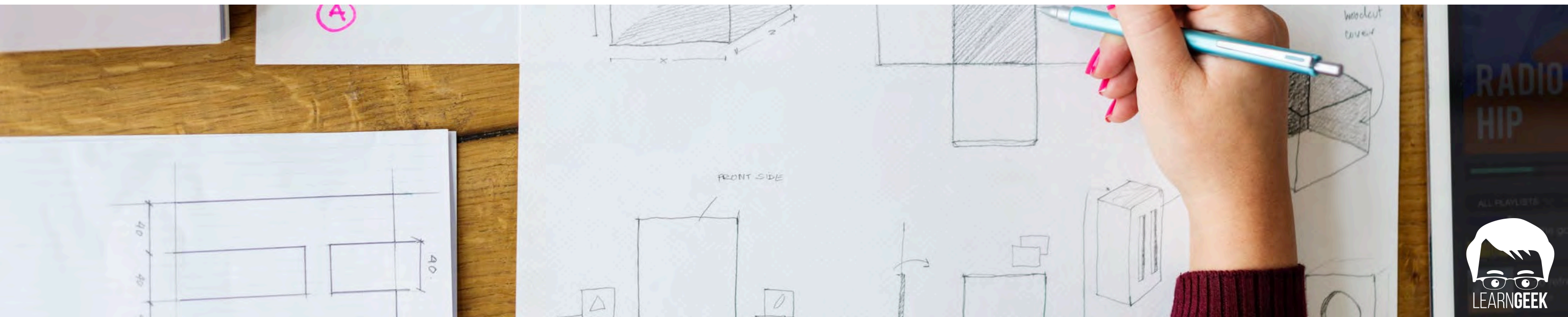
... but how can this time be leveraged?

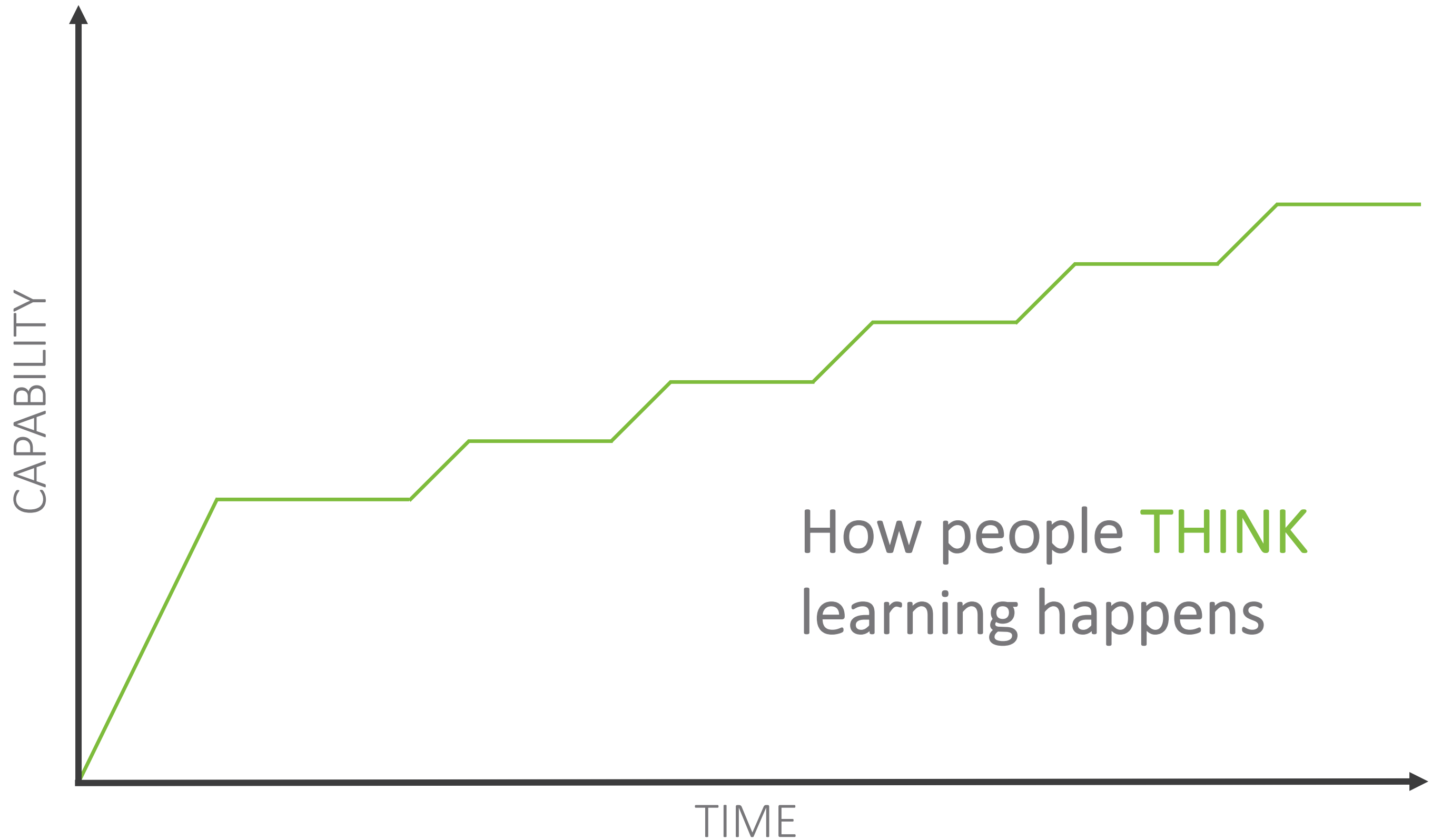
How can L&D **fit into the existing workflow** to provide more timely, personalized support?



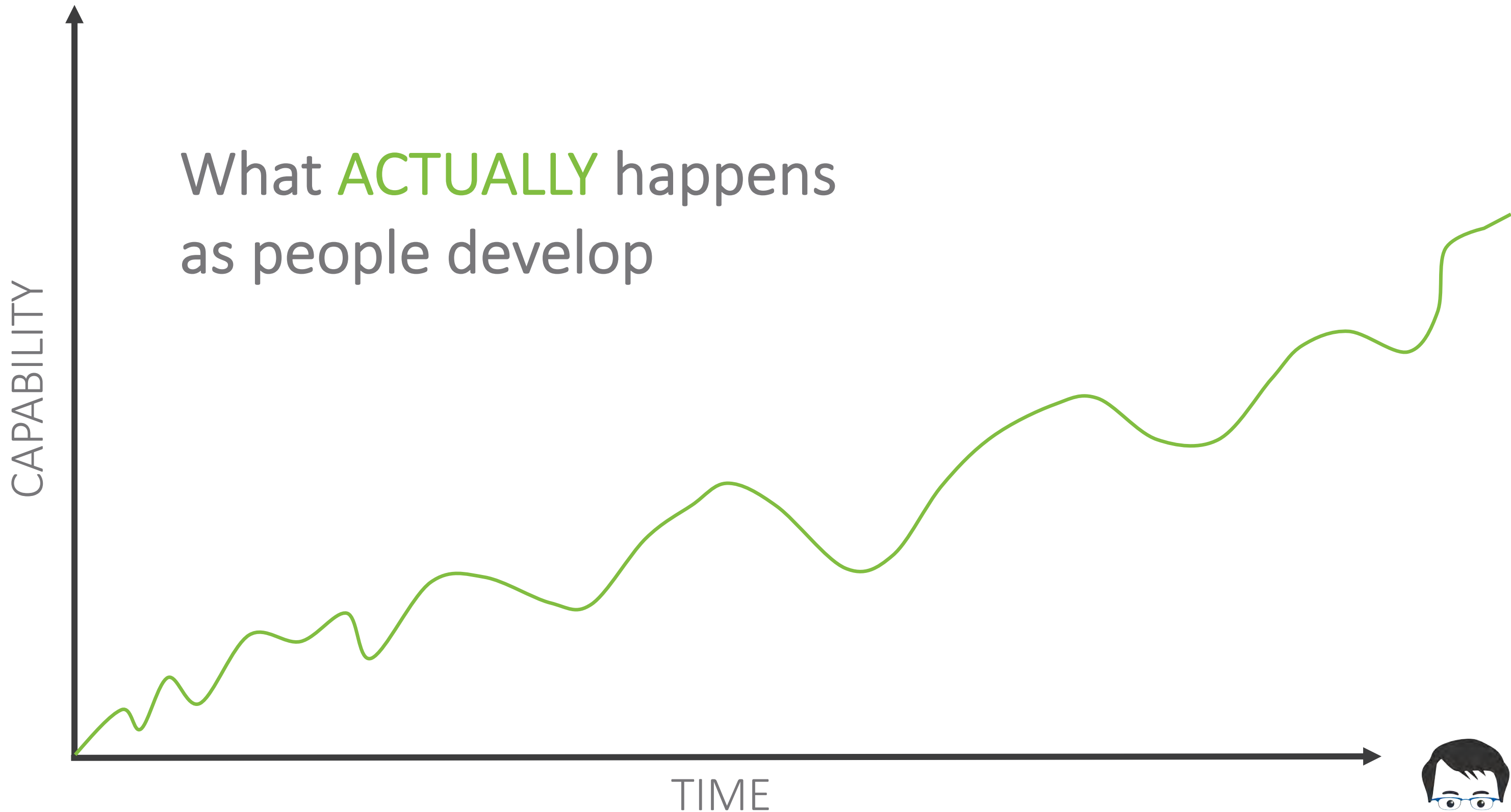


L&D must redesign its fundamental approach to match
the realities of the modern workplace.





What **ACTUALLY** happens
as people develop

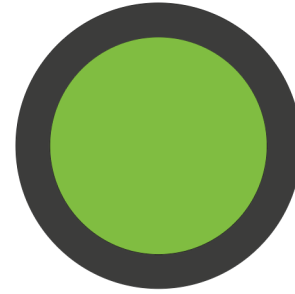




Design for the **employee context**



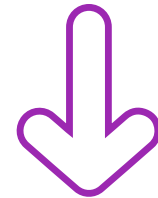
The Modern Frontline Employee



Eager

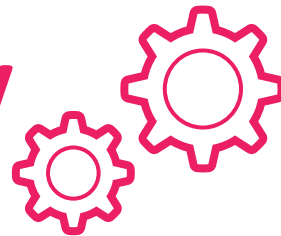
76% view the opportunity to develop as a differentiator for a new employer.

Disengaged

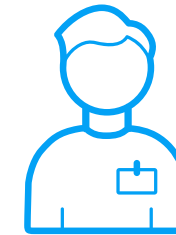


79% believe better support would help them feel more engaged.

Busy



72% want training they can complete in a few minutes while on the job.



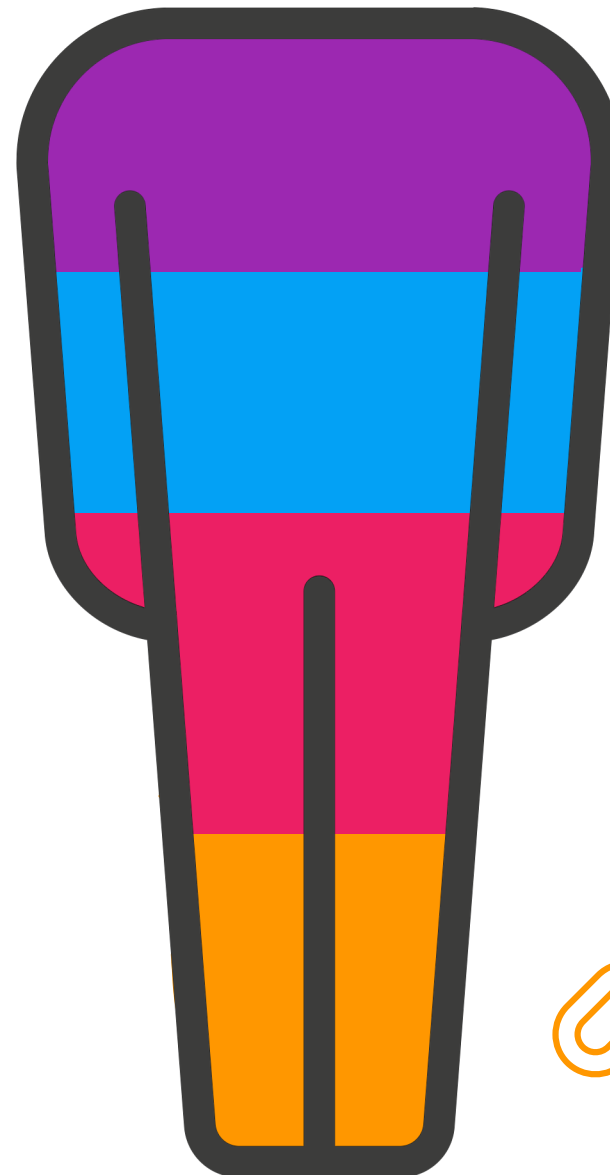
Unique

89% want training that's personalized and relevant to their jobs.



Connected

90% believe having anytime/anywhere access to information is critical.





A traditional approach to workplace learning doesn't match employee expectations.

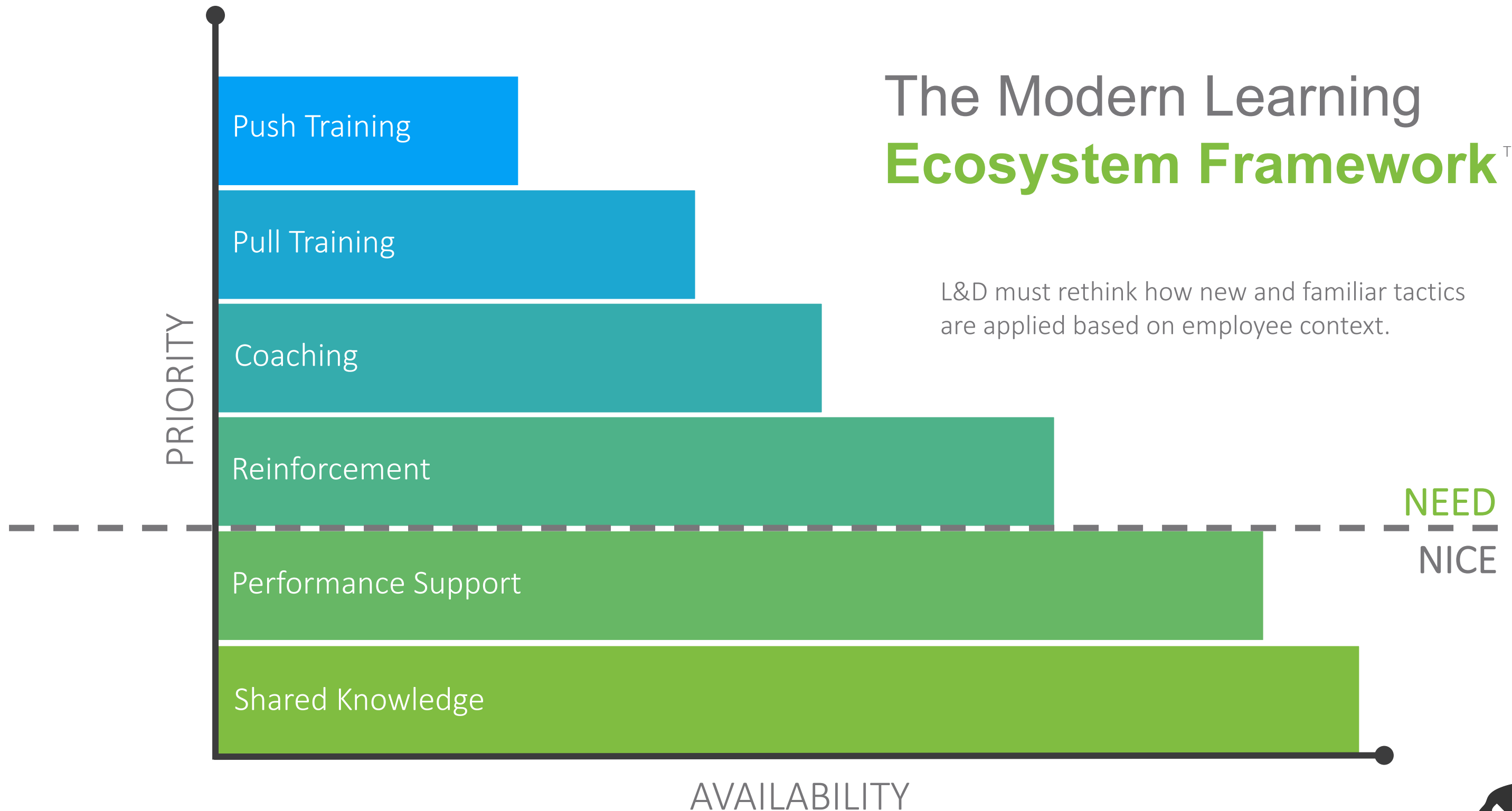


It's beyond time for L&D to
escape the **course mentality**.



The Modern Learning Ecosystem Framework™

L&D must rethink how new and familiar tactics are applied based on employee context.





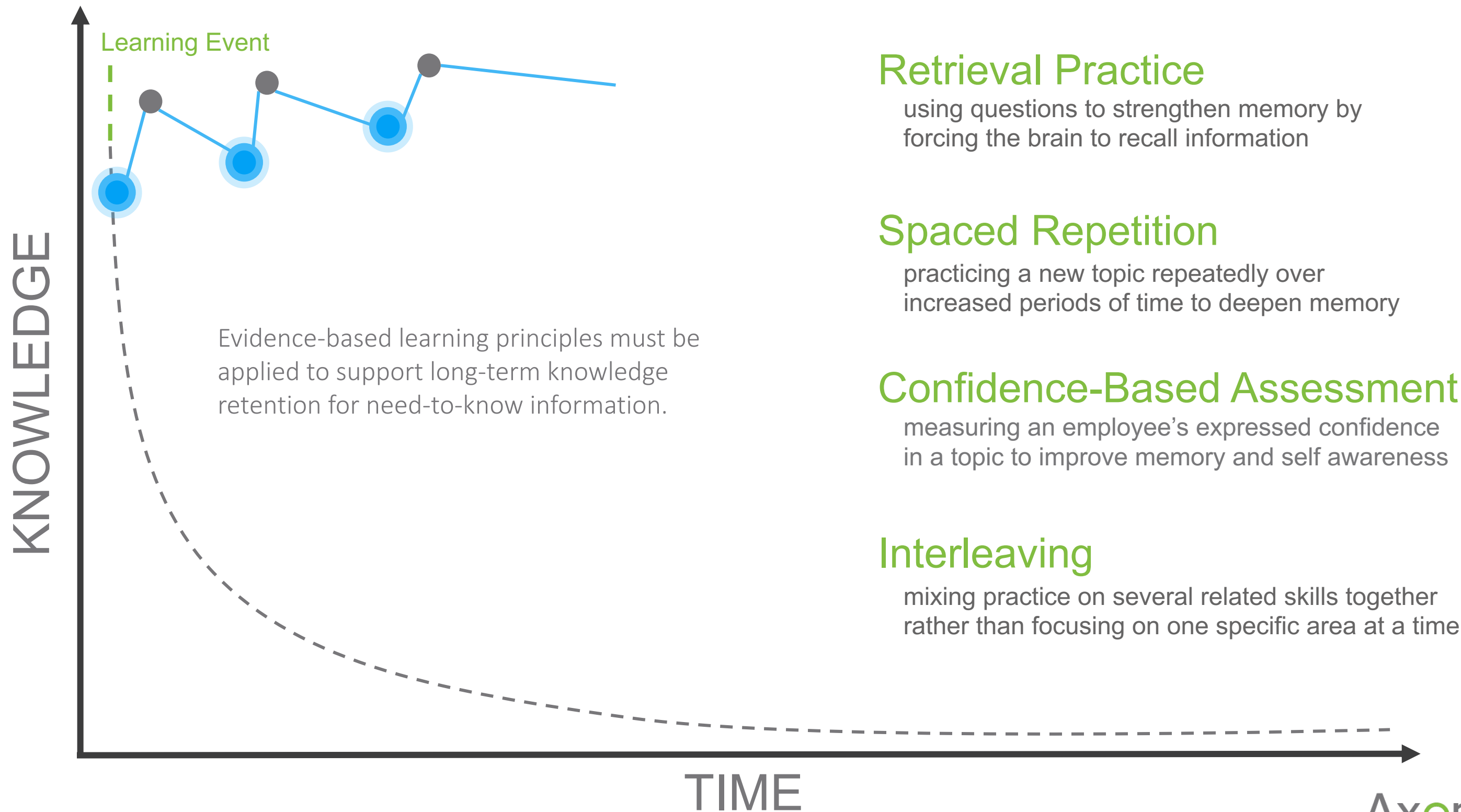
NICE to know

Roles typically have a lot more NICE to know than NEED to know info, meaning people can look it up if they haven't learned it yet.



NEED to know





Retrieval Practice

using questions to strengthen memory by forcing the brain to recall information

Spaced Repetition

practicing a new topic repeatedly over increased periods of time to deepen memory

Confidence-Based Assessment

measuring an employee's expressed confidence in a topic to improve memory and self awareness

Interleaving

mixing practice on several related skills together rather than focusing on one specific area at a time

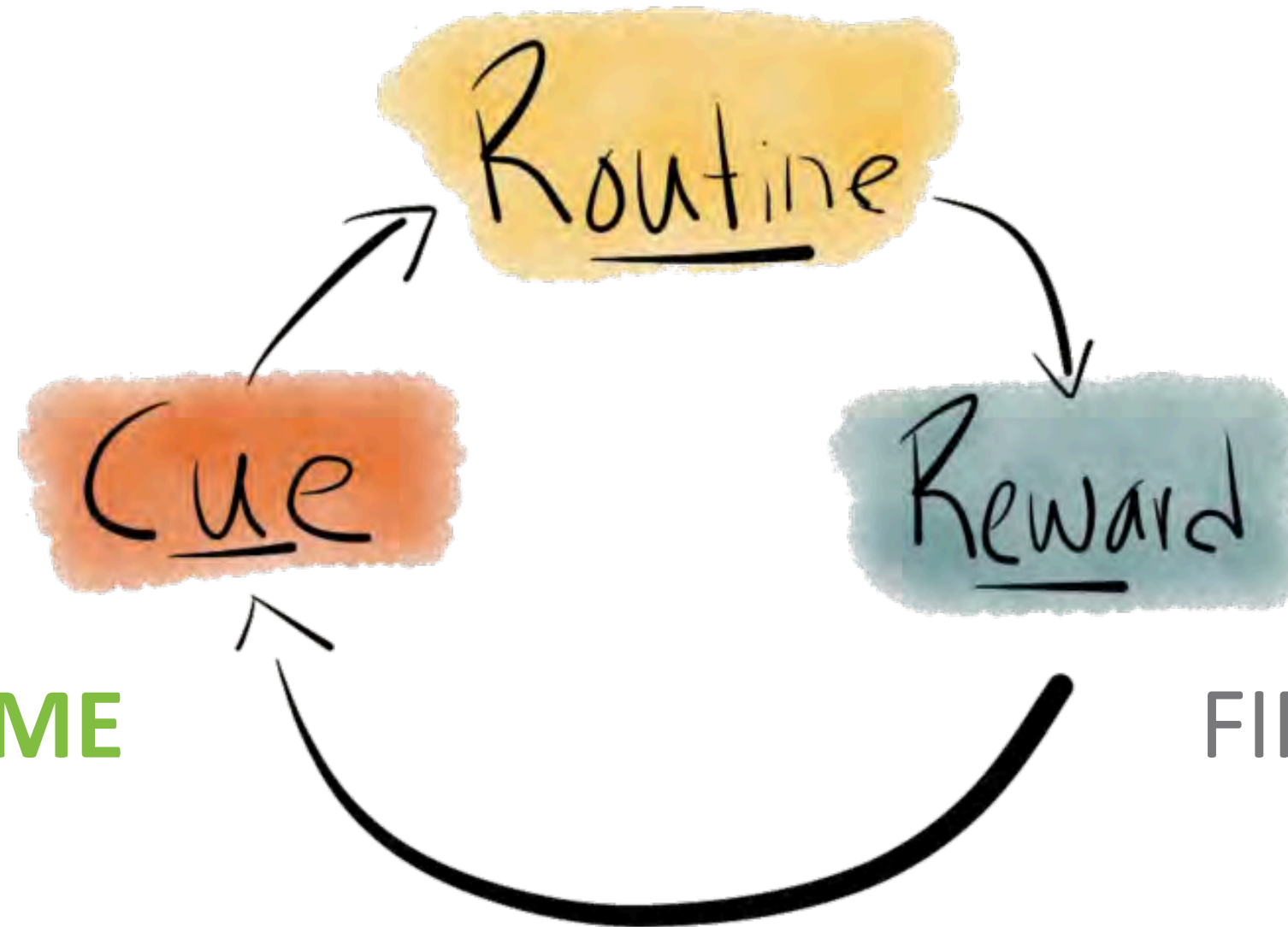


But how can we **fit** this strategy into an employee's already busy day?

Everyday learning should be like brushing your teeth
- simple, familiar and with clear, long-term value.



FIND THE **ACCESS**



FIND THE **TIME**

FIND THE **VALUE**

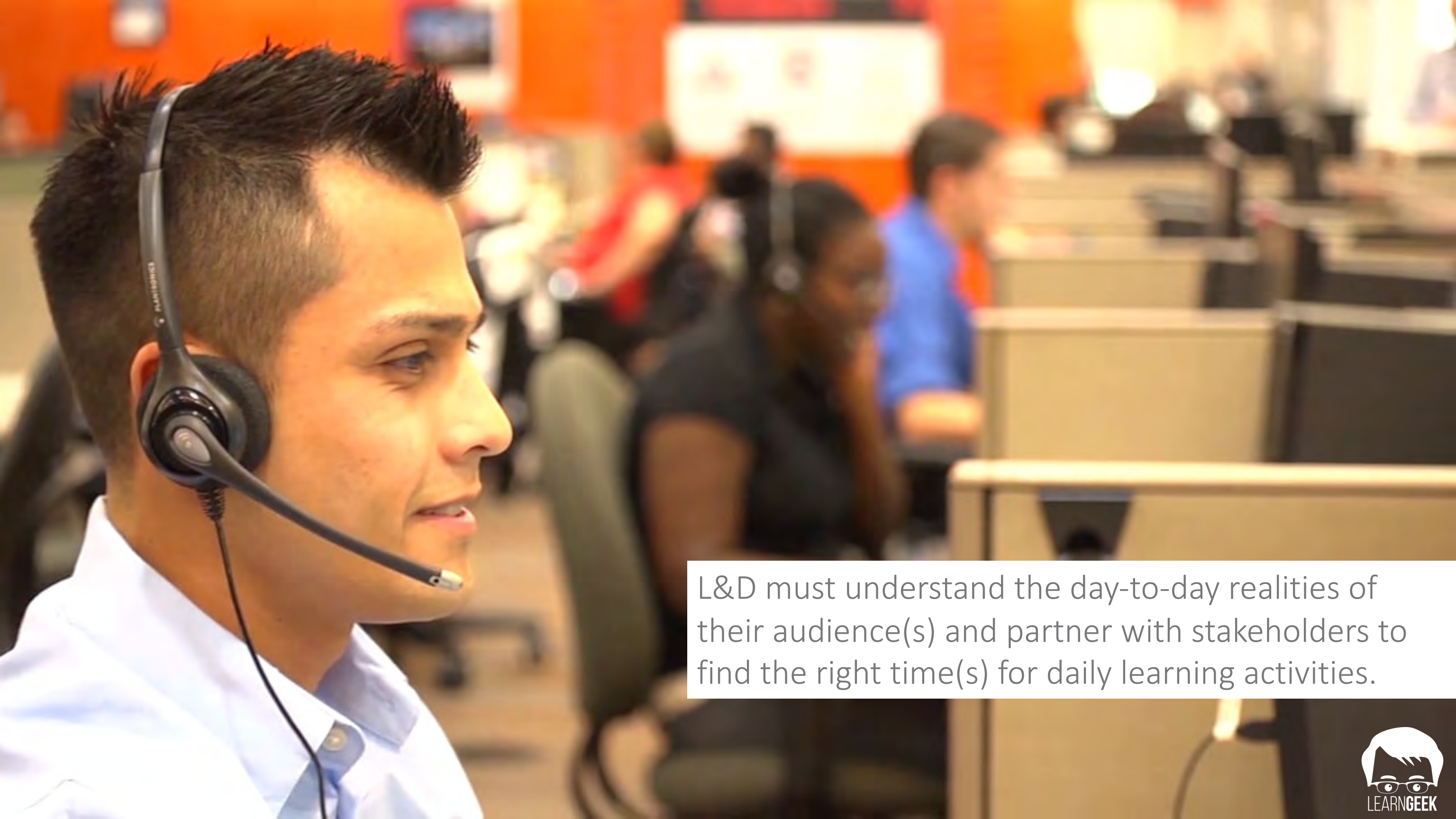
To make learning part of every day, L&D must **foster the habit.**





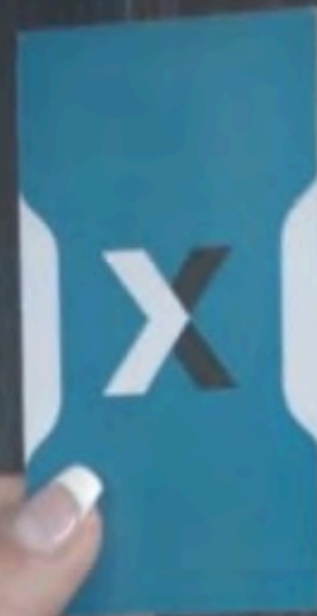
find the TIME

Find the **natural stopping points** in the workflow where a targeted learning opportunities can be inserted.



L&D must understand the day-to-day realities of their audience(s) and partner with stakeholders to find the right time(s) for daily learning activities.

find the
ACCESS



Determine the **mechanism** through which a learning experience can be provided to the employee in the identified moments.

This may include both **physical + digital** learning experiences.



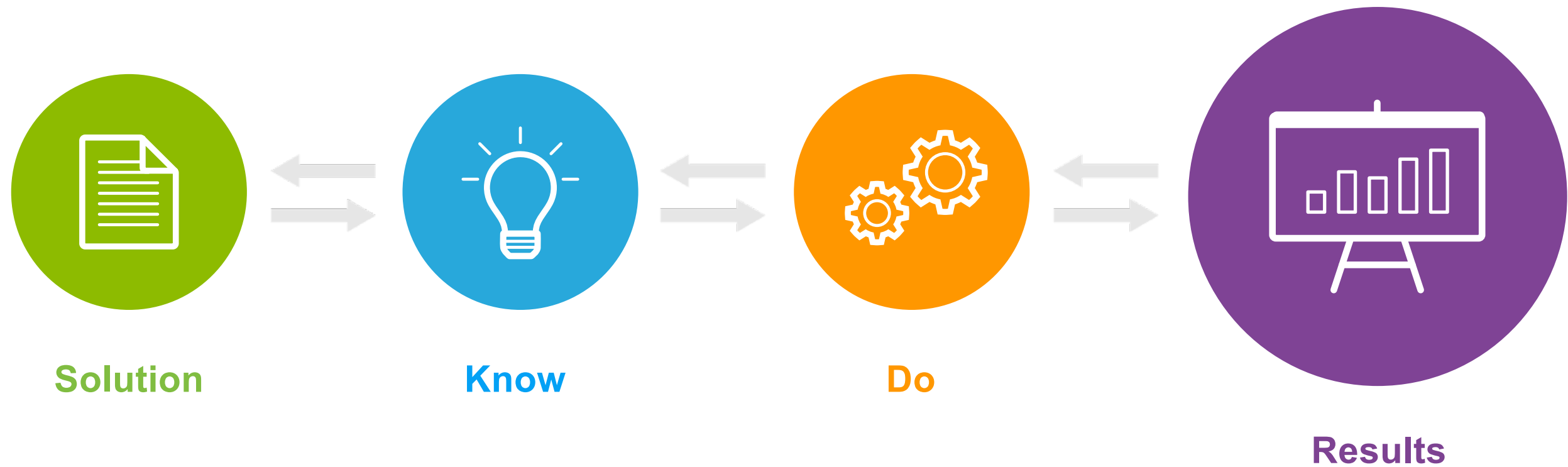
L&D can support both types by leveraging **existing workplace tools**.



Identify the **right-fit topics** for these learning moments based on individual needs and business priority.

find the
VALUE





Apply a **results-first approach** to design a learning experience that fits into the selected moments and adds clear value for the employee.

Potential Everyday Learning Tactics ...



Questions

Reflection Cues

Refresh Modules

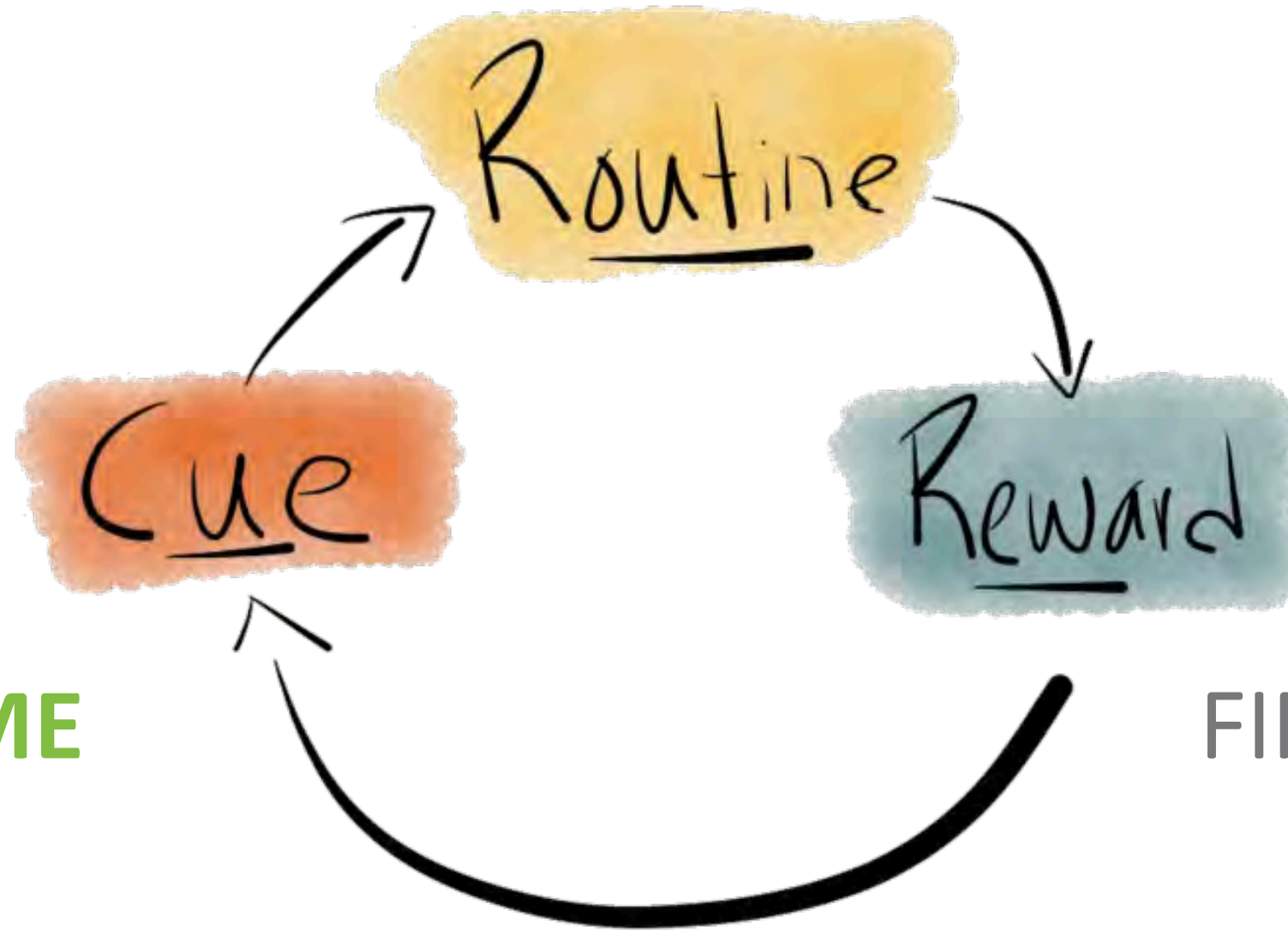
Short-Form Content

Topical Recommendations

Postings

Huddle Discussions

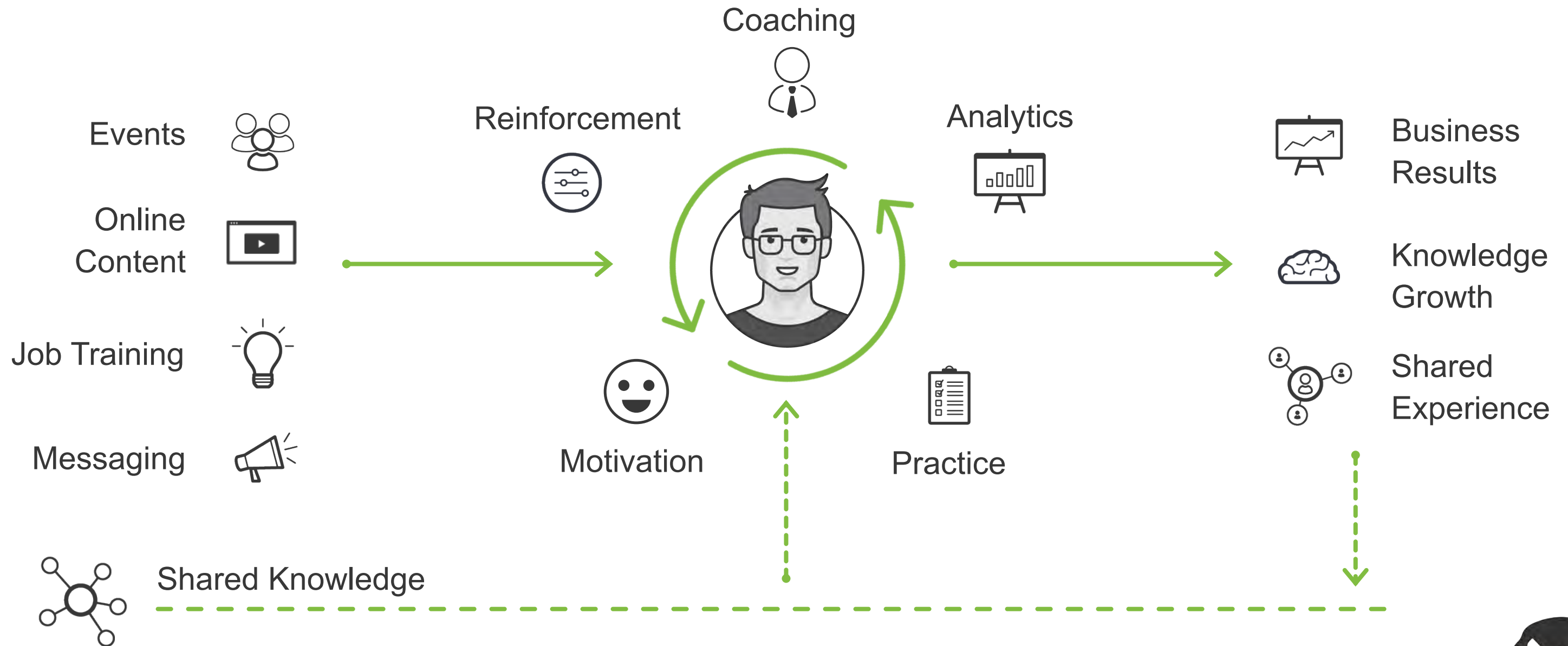
FIND THE **ACCESS**



FIND THE **TIME**

FIND THE **VALUE**

continuous **learning** experience



For example ...



An apparel retailer used 3 questions per day delivered via their POS to reinforce critical topics.

A logistics team positioned a PC next to battery charging stations to provide 3-minute refresh modules.

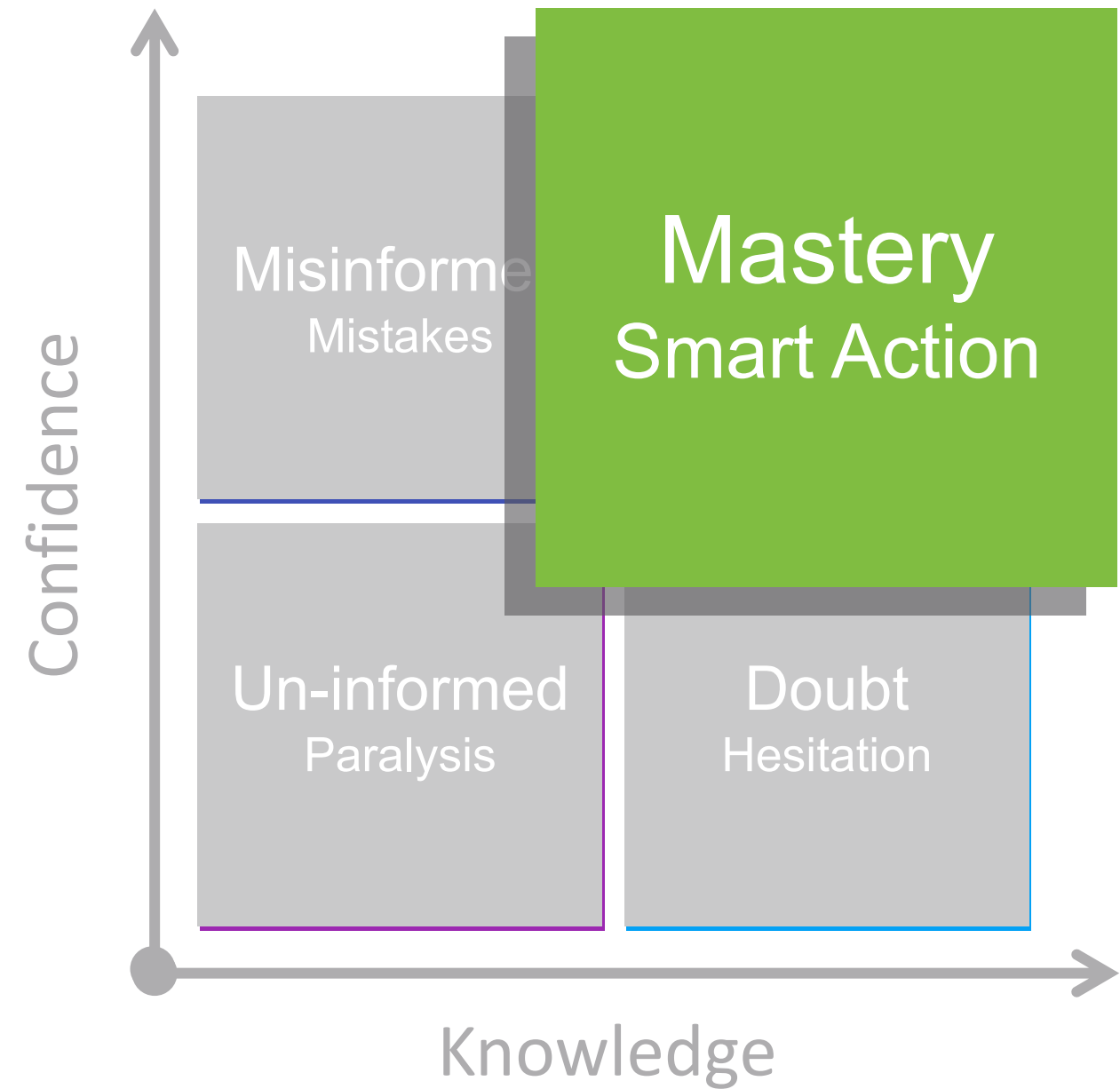


A professional sales team designed 5-minute refresher sessions that can be completed while sitting in the client waiting room.



Knowledge
+ Confidence

Smart Action

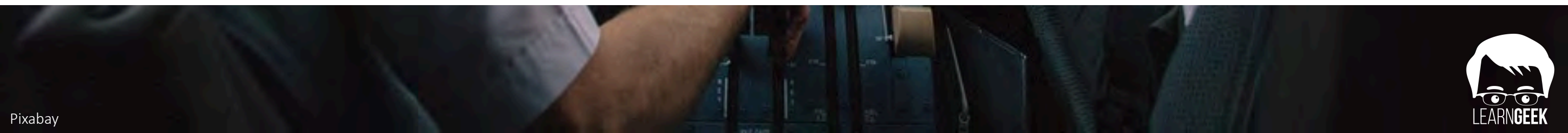


Before we evolve our
learning **principles** we have
to shift our learning **mindset**.





You can't learn how to fly a plane in 5 minutes per day ...
But you can use 5 minutes to **reinforce** critical topics.





Start talking about learning as moments

Find persistent time gaps in the workflow

Determine point of access

Clarify priority for intended audience

Experiment

Engage

A man with short dark hair, wearing a dark t-shirt and a light-colored apron, is focused on a computer screen. He is in a workshop or office setting with various tools and equipment visible in the background. The lighting is soft and focused on him.

What can you learn in just **5 minutes** today?

How can I **personalize** workplace learning?



3:52 minute watch

Our everyday digital experiences are increasingly personalized to our needs. But how can we apply this same idea to workplace learning?

[WATCH THE VIDEO](#)

Dig deeper

[The Ultimate Guide to Personalized and Adaptive Learning](#) – from Axonify

[The Formula for Personalized Learning](#) – from LearnGeek



Podcast: Driving Business Performance with People Data

David Green shares the best resources on how to improve the use of people data in the workplace. Listen as he chats with Edward Houghton from CIPD.

[Hear the proof](#)



The 10-Second Secret to Faster Learning

Here's yet another example of scientific research that calls out the faults in traditional learning methods while offering a human-focused alternative.

[Make it quick](#)

TAKE5

your monthly burst of microlearning

Keep pace with the evolving L&D profession with a curated selection of resources, articles, events plus a featured video – all in less than 5 minutes per month.

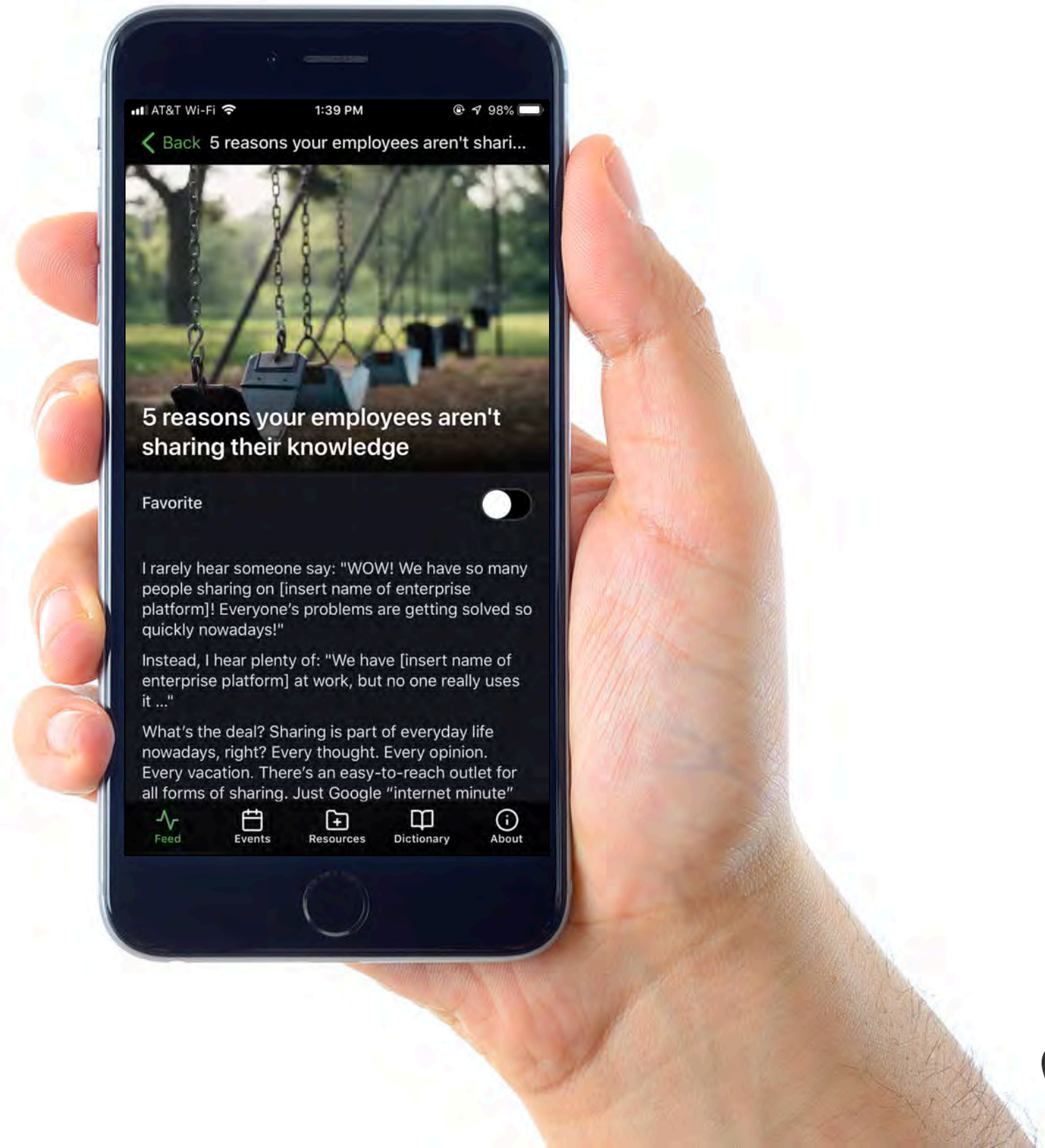
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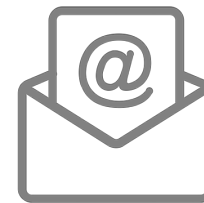
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