

eLearning Plus⁺

Delivering value through elearning with **extra zing!**

SWITCH YOUR EARNING FROM
'DELIVERING TRAINING' TO
'ENABLING LEARNING'

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It's reckoned that **only around 25%** of training programs measurably improve business performance and that **people forget 40%** of what they have learned **after 20 minutes** and **over 60% after 9 hours!**

If you really want to maximise knowledge take-up and retention, we recommend shifting the focus from delivering training to enabling learning.

DEFINING 'TRAINING' VS 'LEARNING'

DELIVERING TRAINING:

Training – The action of teaching a person a particular skill or type of behaviour.

- The trainer is in control
- Focuses on the training not the individual
- Usually classroom based
- Often a half day to several days in the classroom
- Delivered to a room that may contain a variety of roles and responsibilities
- PowerPoint slides with lots of bullet points and text
- Often a one size fits all approach
- It is difficult to gauge the success of the training

ENABLING LEARNING:

Learning – The acquisition of knowledge or skills through study, experience, or being taught.

- Focuses on the individual – the learner
- Presents a variety of ways in which to learn
- Uses engaging and interactive media
- The learner is in control
- Delivered at a time, place and pace that suits the learner
- Offers appropriate material for the learner and their role
- Provides a variety of learning tools to support learning including job aids, videos, workshops and eLearning materials
- On the job or in the field learning provides great learning opportunities
- Bite sized refreshers help overcome the retention roll off – we call them Learning Snapshots

HOW CAN YOU MAKE THE SWITCH TO 'ENABLING LEARNING'?

In this article, we wanted to challenge the more 'traditional' way of developing people in an organisation and briefly look at how making changes in delivery can enable effective learning across your organisation.

Here are some thoughts on beginning the transition from delivering training to enabling learning

01 Put the learner first

02 Identify the learning outcomes required

03 Look for ways in which these outcomes can be best met

04 Develop learning for the time, place and pace that best suits the learner

05 Examine your current training materials and re-purpose them to enable learning

06 Introduce a blended learning approach

07 Don't let making a change put you off advancing your training approach

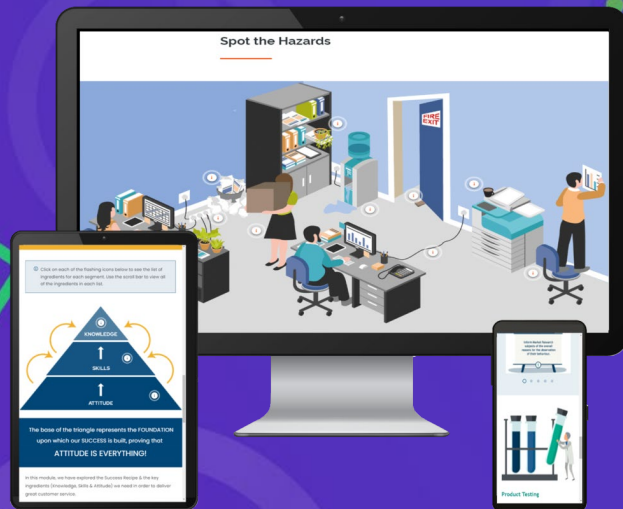
08 Introduce knowledge checks along the learning journey

09 Introduce bite sized pieces as well as more in-depth solutions

10 Consider the flipped classroom approach

11 Measure and analyse the changes you have made and be prepared to adapt

12 Enjoy enabling new ways for your teams to learn



We empower organisations and people through dynamic and engaging digital learning experiences.



Who is eLearning Plus+

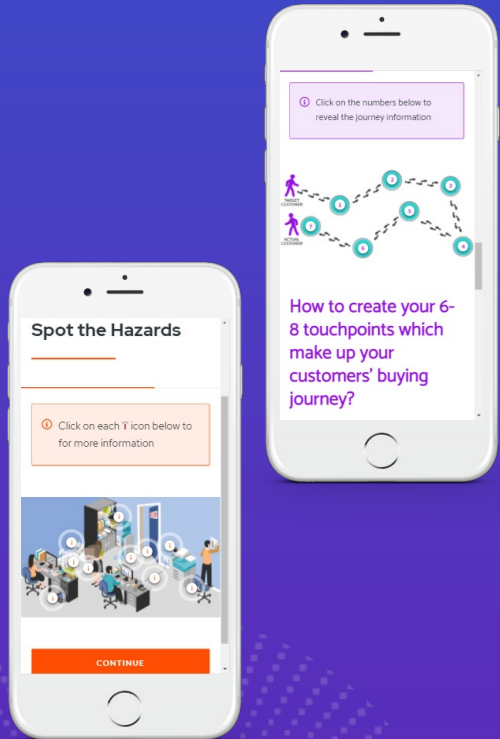
eLearning Plus+ is a leading eLearning company in the UK. We add that extra zing to your training, delivering new skills and knowledge that sticks. We understand the learner journey and how to optimise this by introducing new thinking into your digital training programmes and transforming learning outcomes with exceptional learning experiences.

Our consultative approach is based on many years of experience refining our delivery to drive impactful results for your people and your business, by ensuring you achieve your training objectives.

We work with:



WE OFFER 4 DIGITAL LEARNING DEVELOPMENT STREAMS BUILT AROUND THE LEARNER



Off the shelf Courses

Pre-built, off the shelf courses that enable rapid training roll-out



Bespoke Course Creation

Innovative bespoke learning content that exactly matches your training requirements



Learner



Learning Platforms

Cutting edge learning platforms that satisfy different organisational needs



Learner Support Resources

A range of learner support resources that underpin the learner journey

eLearning Plus



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