

RADIANT DIGITAL

WEBINAR SERIES | WORKFORCE TRANSFORMATION

RADIANT



TRANSFORMING ILT TO vILT & BLENDED LEARNING

WORKFORCE TRANSFORMATION
WEBINAR SERIES

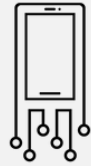
INGENUITY +
EXECUTION

INNOVATION DELIVERED



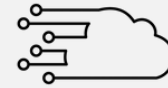
Make Radiant a part of your value chain in your digital transformation journey.

We specialize in technology solutions, driven by proven methodologies, to help navigate the journey to the digital enterprise.



**APPLICATION
TRANSFORMATION**

Quickly delivering software across the enterprise, from internal processes to customer engagements.



**IT
TRANSFORMATION**

Efficiently executing intelligent infrastructure strategies that enables the digital enterprise.



**WORKFORCE
TRANSFORMATION**

Effectively supporting change, from processes, and skills, to culture and behavior.

Erik Fullerton, MEd.
Director, Learning and Development Solutions

Begin with solid ID principles

Has it changed since the ILT was originally produced?

- Technology
- Terminology
- Procedures

Will it change now that it's going online?

- Broader and/or better targeted audience
- May be a chance to modularize to serve more roles better

Update your objectives

Adjust objectives to match your newly defined audience

Detailed objectives are essential to building effective knowledge transfer.

You can't transfer knowledge effectively if you can't articulate what you expect learners to do.

Focus on skills/behaviors learners need to apply as part of their role.

objectives that are too high-level



scattered, ineffective content



detailed objectives from SMEs



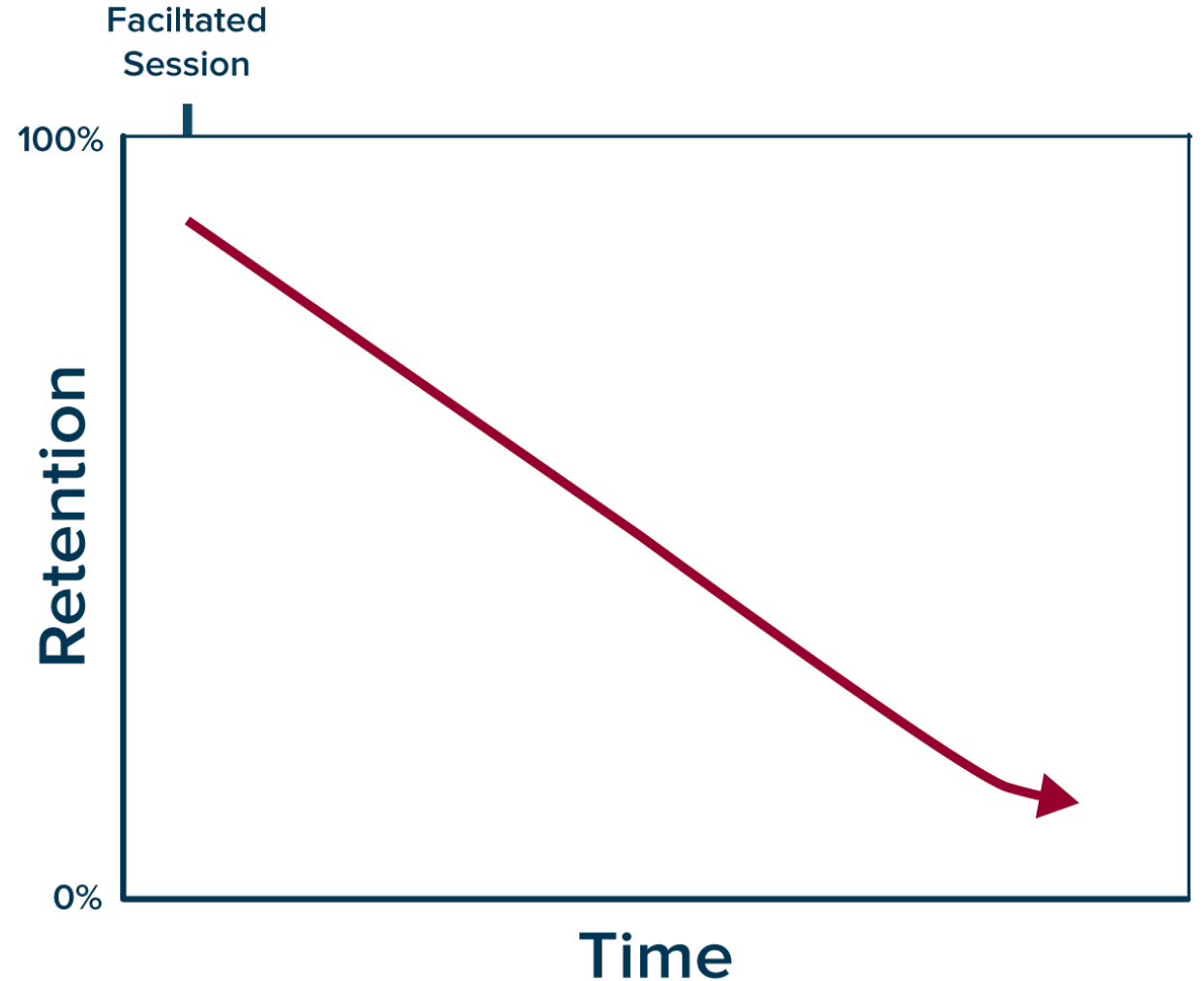
focused, effective content



Update your objectives

Focus on skills/behaviors that are likely to be applied in the near term

Focus on the expertise of the presenter to the extent possible



Outline your delivery

- Match your existing content to your objectives
- Excise content that doesn't directly support objectives
- Lecture is the easiest to convert but least memorable
- Start with exercises/activities, the hardest to convert but most memorable

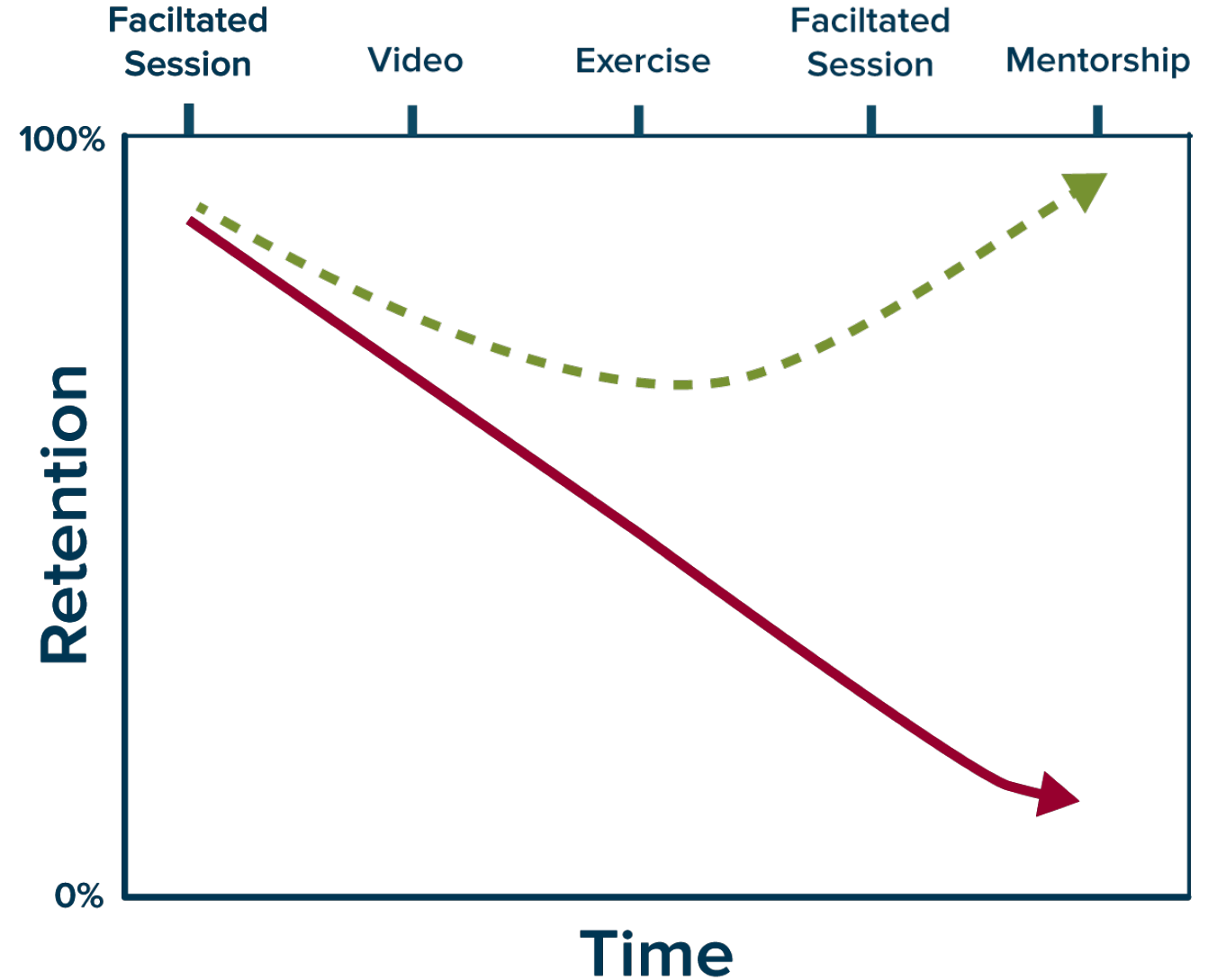
Streamline your content (moving to a blended approach)

Learners retain more when learning is delivered in shorter bursts over a longer time

Look for ways to transfer the retention load to different media

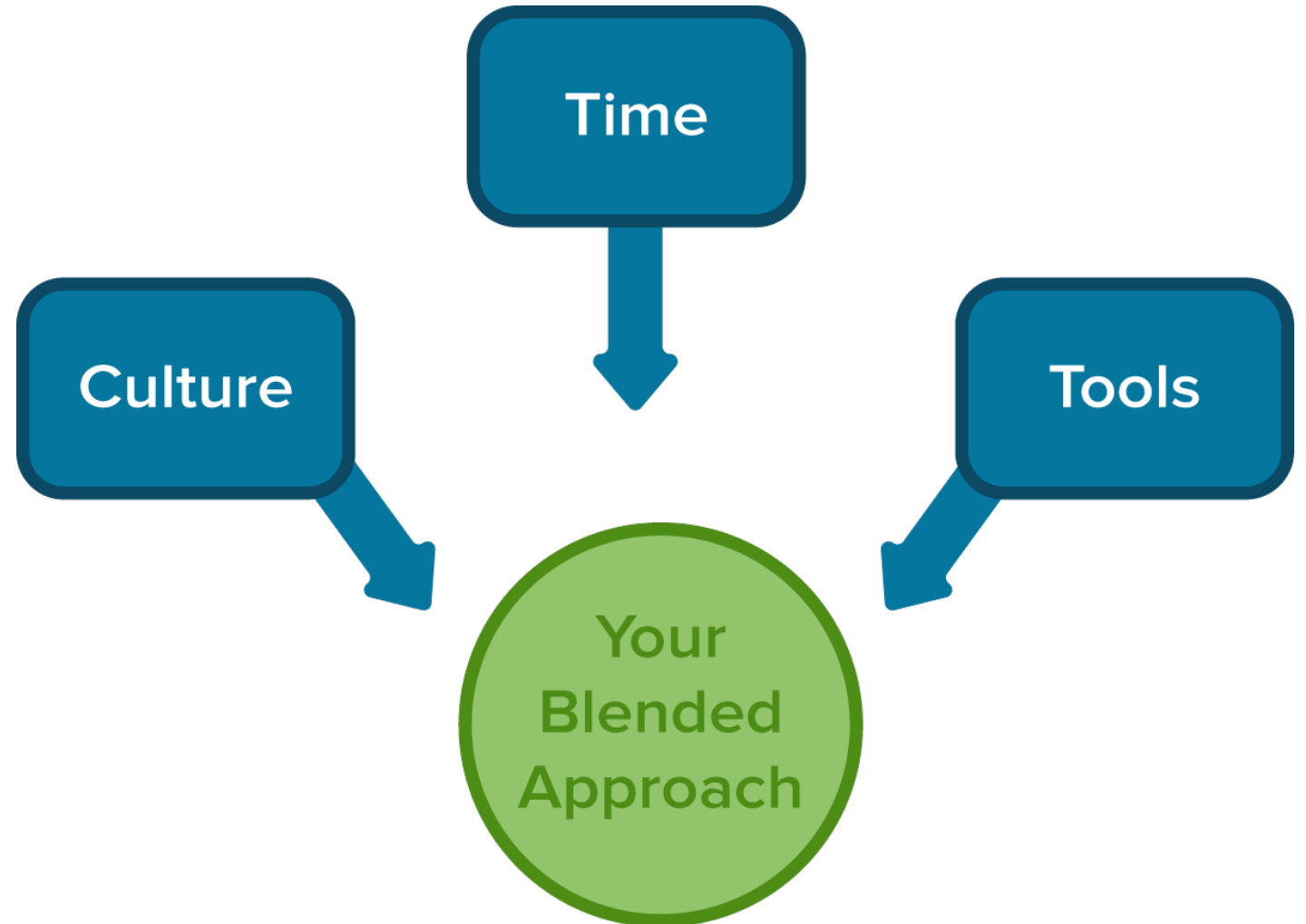
Leave facilitated sessions to focus on:

- Complex contextualization (storytelling)
- Nuance
- Answering questions

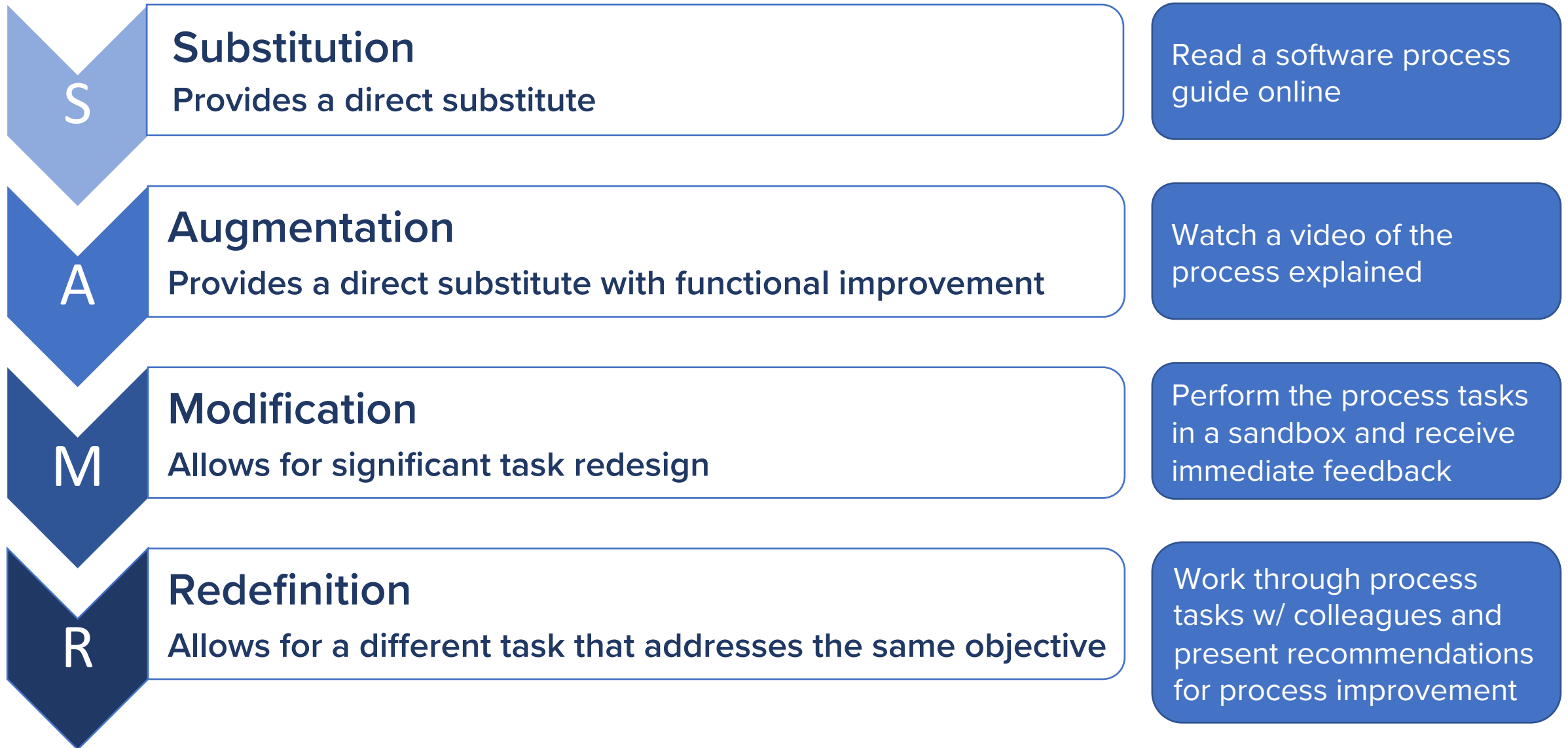


Blended options

- Articles
- Videos
- Software walkthroughs
- Discussion boards
- Scavenger hunts
- Joint Mentor/mentee activities
- Self-paced exercises
- eLearning
- Group exercises
- Internal podcasts



Taking advantage of tech to innovate



Doing it right

- Ensure that your objectives are met, and that it transfers to performance
- Create engagement and facilitate change
- Must promote continuity of delivery (must be easily replicable)
- Make it easy for your SMEs