**Idea Hackathon**

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**Target Process: What will users succeed better with after adopting your solution?**

My idea of AI-powered solution transforms how employees engage in workplace learning by making it adaptive, personalized, and simulation-driven. After adopting our platform, users will succeed significantly better in:  
- Identifying their personal skill gaps through dynamic needs assessments powered by LLMs  
- Receiving tailored learning content in real time, adjusted to their current role, challenges, and communication style  
- Practicing soft skills and critical thinking via scenario-based simulations (e.g., handling customer complaints or team conflict)  
- Getting actionable learning recommendations based on real workplace data (e.g., meeting transcripts or performance logs)  
  
Overall, users will move away from static learning systems and gain access to a smart, interactive platform that helps them grow faster, adapt better, and apply new knowledge more effectively in daily work.

**Target User Activities: Which specific activities will you help your users succeed better with?**

I help users succeed better in:  
- Identifying their personal learning needs through interactive assessments  
- Engaging with relevant, bite-sized learning modules that are dynamically generated using AI  
- Practicing key workplace scenarios (like giving feedback or handling client complaints) through simulations  
- Tracking and adapting their learning progress based on real-time recommendations  
  
By supporting these specific activities, our solution enhances workplace learning efficiency, motivation, and retention.

**Solution Approach: What is your solution approach? What structure do you have in mind for the solution? Which technologies do you have in mind?**

My solution reimagines workplace learning by combining AI-driven personalization, simulation-based training, and real-time content generation. The structure is organized into four functional modules, each powered by prompt engineering and LLMs:  
1. Adaptive Learning Design  
- AI identifies learning needs based on role and user data  
- Users receive tailored learning paths based on behavior and preferences  
  
2. AI-Generated Micro-Lessons  
-Bite-sized, role-specific content (e.g., Agile project planning)  
- Includes real-world examples and quizzes for retention  
  
3. Simulation-Based Training  
- Roleplay scenarios with AI-driven feedback  
- Team-based challenges with dynamic outcomes  
  
4. Smart Recommendations  
- Uses transcript analysis (e.g., meeting notes) to detect skill gaps  
-Recommends next-step learning modules with LLM + vector search

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**Source of Insights: What is the source of your insights about how users currently conduct the activities that you want to optimize?**

My insights are drawn from several key sources:  
  
- First-hand industry research and interviews: Feedback from HR leaders and L&D professionals about the limitations of current learning platforms—often generic, outdated, and disconnected from real work.  
- User behavior analysis: Observation of how employees interact with existing LMS tools, often passively, with low engagement and limited personalization.  
- AI and communication data studies: Research showing that communication logs (e.g., meeting transcripts, performance reviews) can be mined with LLMs to reveal learning needs not captured by traditional assessments.  
- Hackathon sponsor tools: Experience using technologies like Couchbase, LangChain, and Redpanda helped us validate technical feasibility and how new AI-powered flows can improve learning outcomes.  
  
These combined insights highlight a gap in contextual, on-the-job learning—which our solution directly addresses.

Ignacio Tejera

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