

Stay ahead of the game with **INTELLIGENT LEARNING EXPERIENCES**

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In this session

- Understand how proliferation of technology has transformed users and learning landscape
- Learn how modern learning principles can help us re-imagine the learning experience for better engagement, retention, and results.

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Modern Learner

OVERWORKED

INDEPENDENT

IMPATIENT

EASILY DISTRACTED

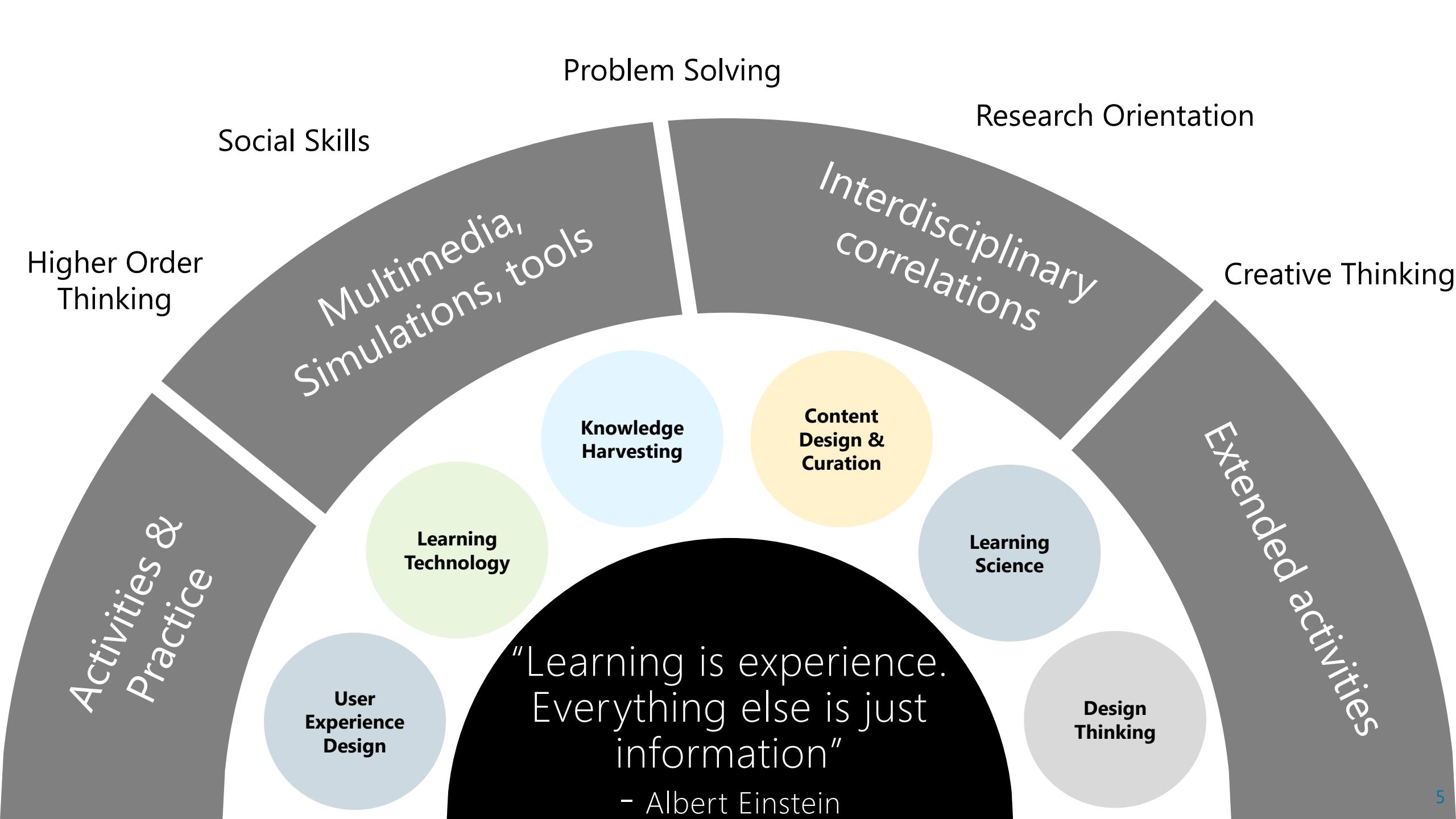
SOCIAL LEARNERS

ALWAYS ON-THE-GO

CRAVE CONSTANT KNOWLEDGE

9 times/hours Unlocks phones	4 mins. Average max preferred video length	5 mins. Average interruption rate
5-10 seconds to grab attention	1% of typical workweek available for L&D	2/3 of knowledge workers complain of not having time to do their jobs

- <https://elearningindustry.com/7-important-characteristics-modern-learners-elearning-professionals-know>
- *Meet the modern learner.* Bersin by Deloitte.
- <https://www.elucidat.com/blog/modern-learner-profile-infographic/>

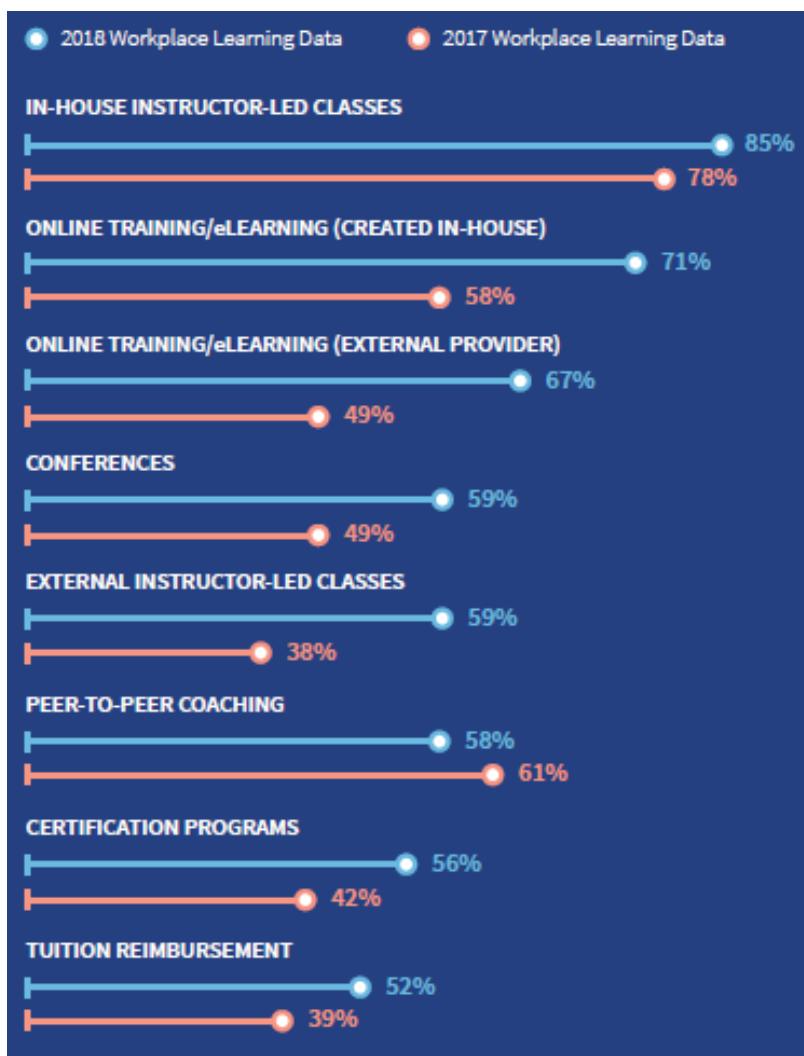


Evolving Learning Paradigm

	E-learning/Blended	Talent Management	Continuous Learning	Digital Learning
Formats	Course Catalog/online academy	Learning Path/Career Track	Videos, Self-authored mobile, YouTube	Macro-learning Real-time video Courses Everywhere
Philosophy	Instructional Design Kirkpatrick Model	Blended Learning/Social Learning	70-20-10 Taxonomies	Design Thinking Learning Experience
Users	Self-study/Online learning	Career focused	Learning On-demand Embedded Learning	Everyone, 24x7, Everywhere
Systems	Centralized/Automated	Centralized/Automated	Centralized/Automated	Centralized/Automated

Key insights: Industry trends

Learning resource used for training



Corporate culture of learning

A culture of learning is important to the business



Employee learning can save me time



Learning can help close skill gaps on my team



I would use L&D more if employees learn important skills from L&D



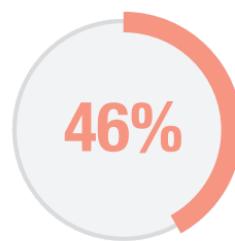
I would use L&D more if employees gained management skills



I have seen employees grow and improve because of L&D

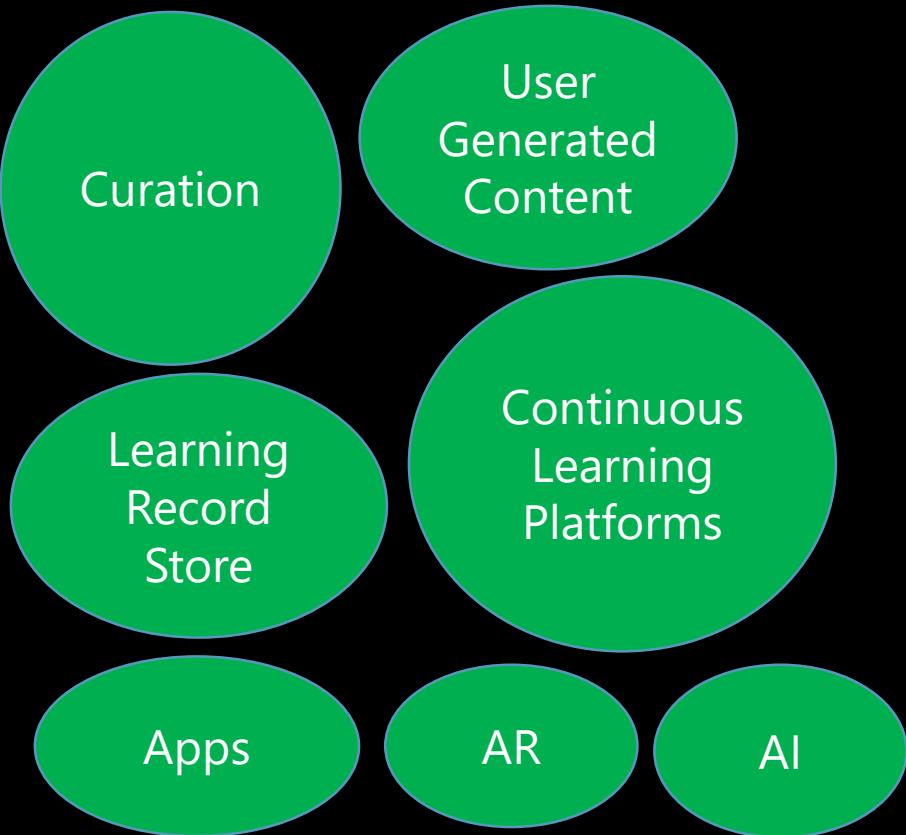


Top 3 online learning trends

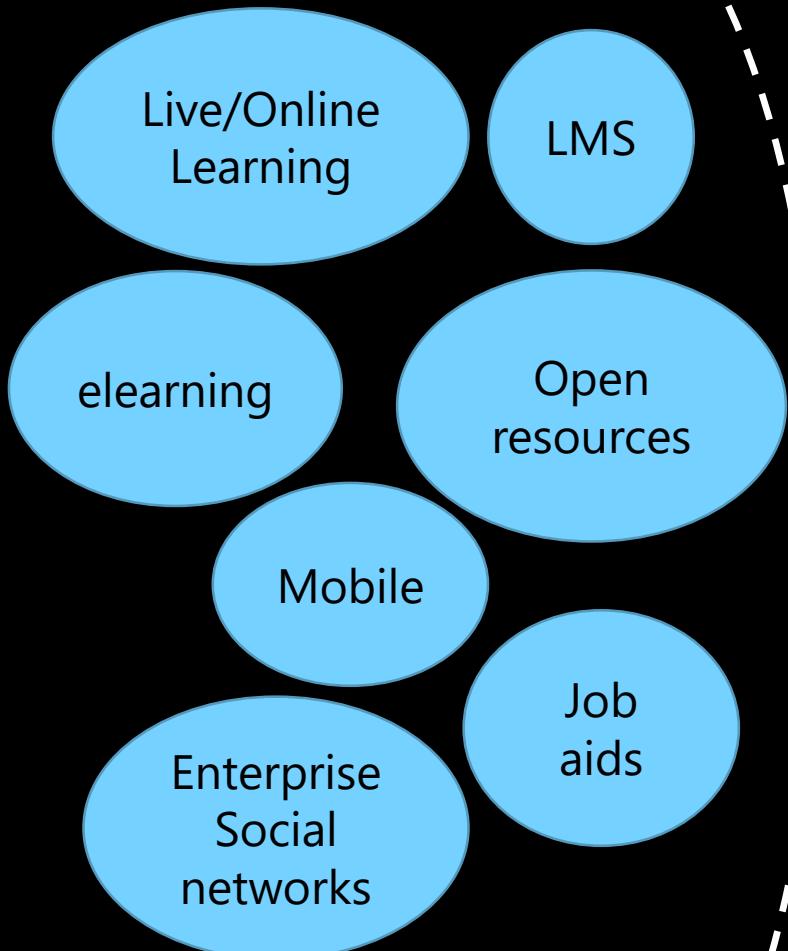


Learning Hyperspace

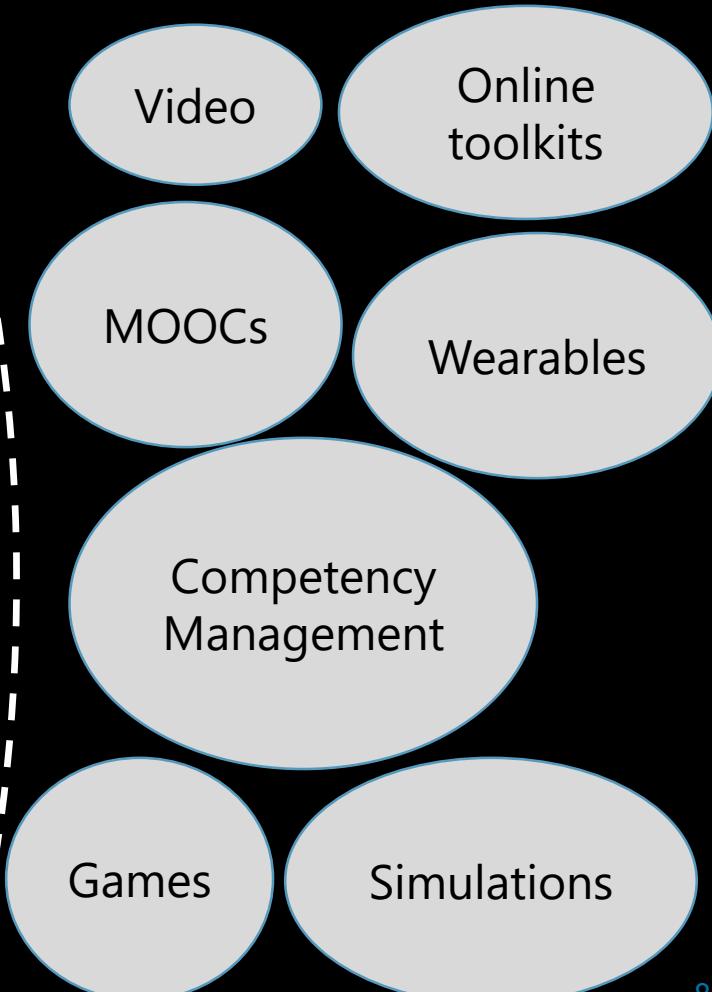
High growth



Medium growth



Approaching saturation

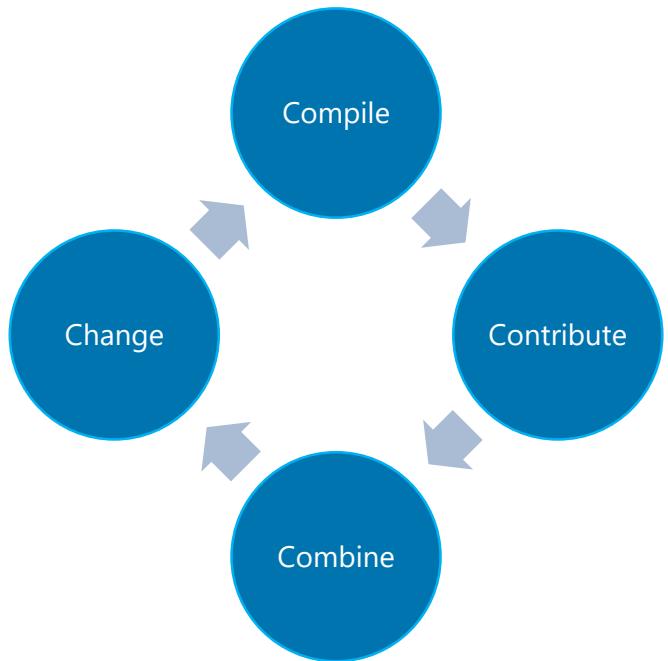


From Content to Learning

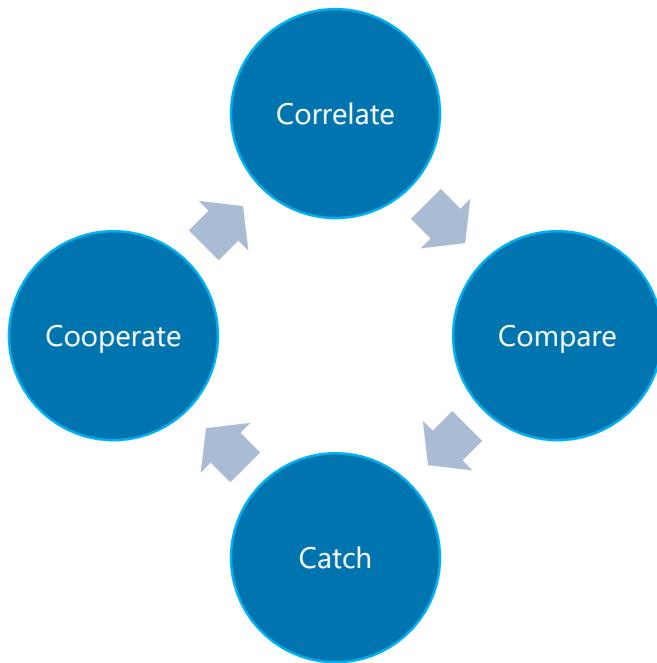


Modern Learning Principles

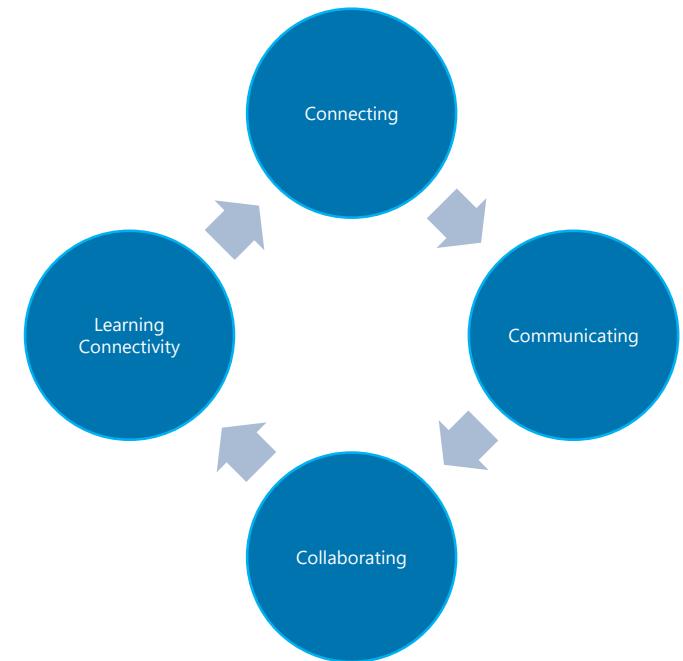
Inquiry



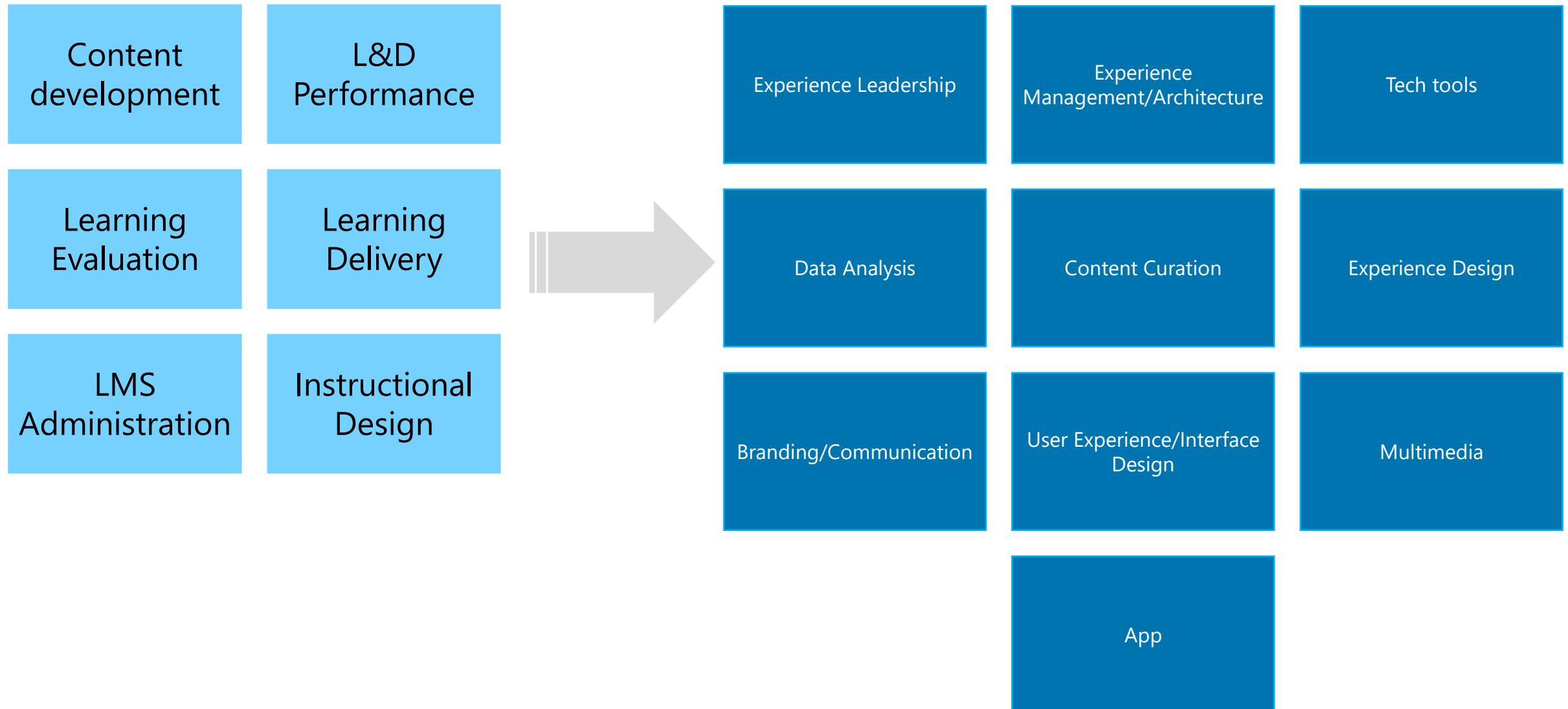
Self-direction



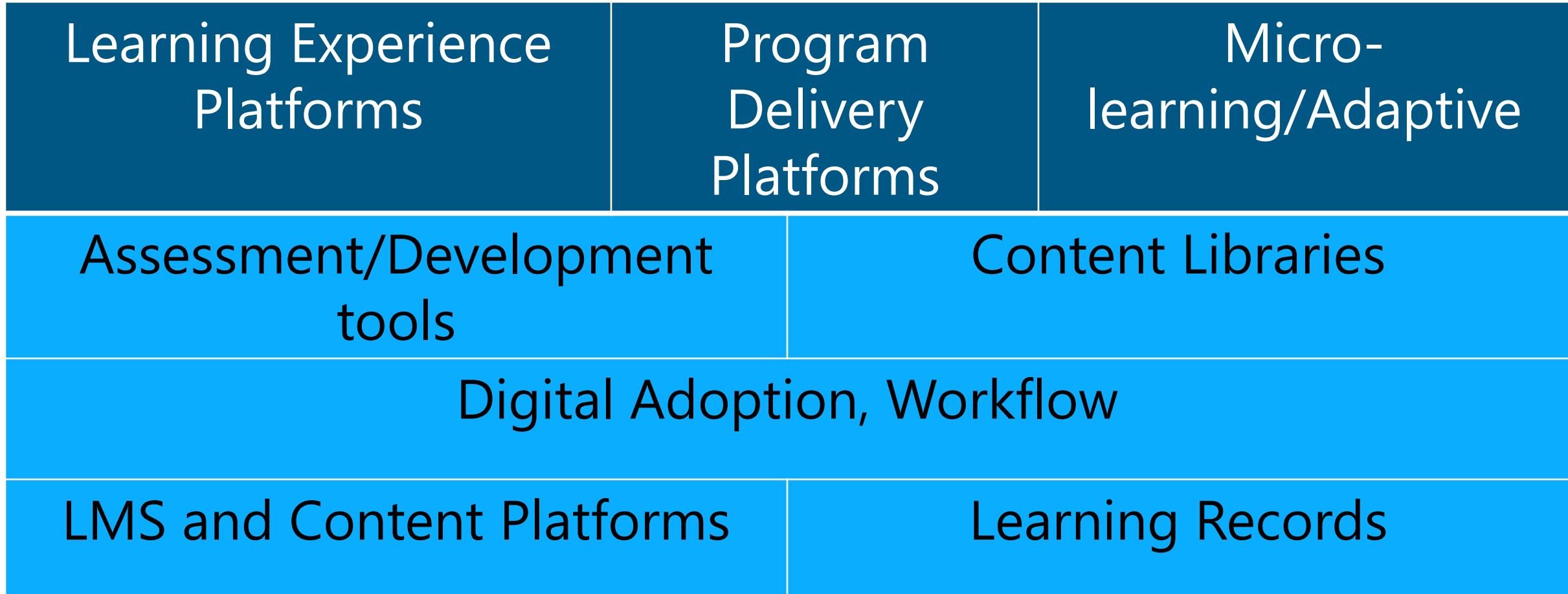
Connectivity



Experience transformation



Platform evolution



Recap

- Design learning based on how we learn outside of the classroom
- Define and measure diverse learning outcomes
- Dynamics learning experience for each student on an individual level
- Transform learning based on the digital habits of the learners and the ecosystem
- Capitalize the power of social learning and crowdsourcing
- Evolve with your ecosystem, but avoid mob mentality
- Prioritize your investments
- Automate non-priority tasks



Questions?

Thank you

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