

# Accelerate Content Curation with Totara Engage





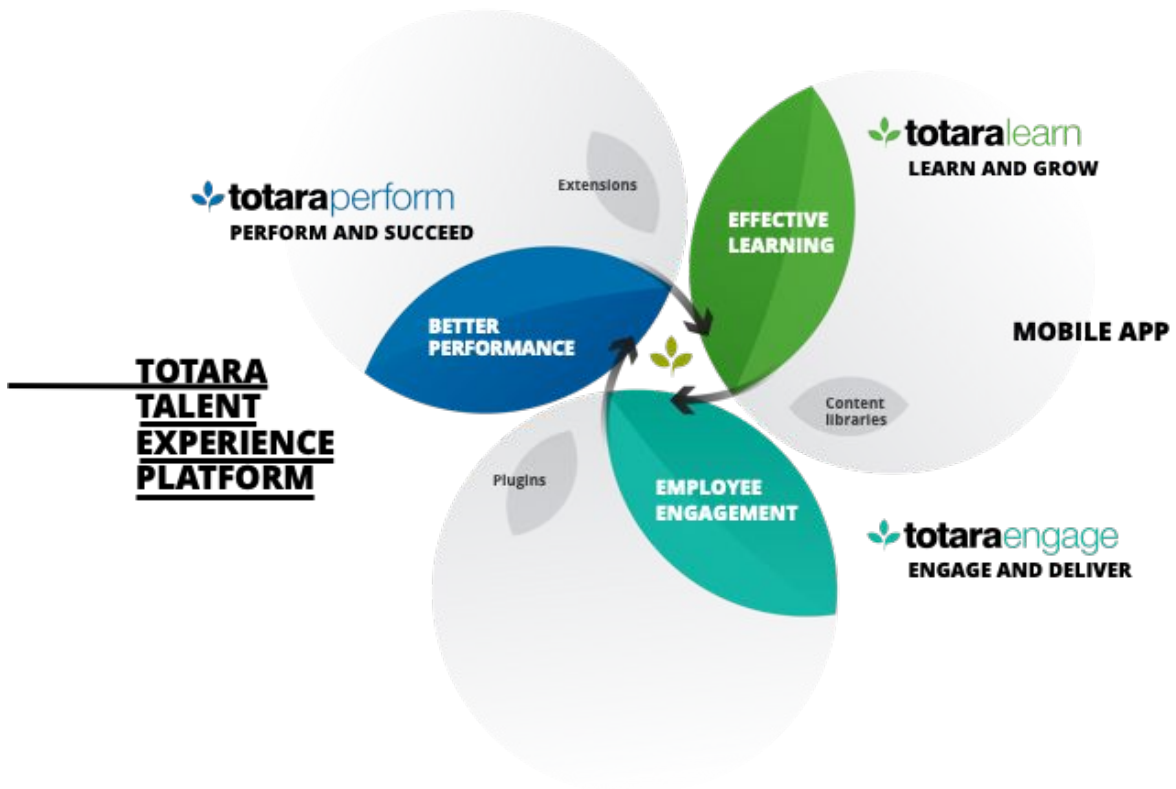
# Robin Petterd

Founder of Sprout Labs, host of the 'Learning While Working' podcast



Sprout Labs builds digital learning platforms that enable you and your team to author, deliver and measure high impact digital learning ecosystems.







# Other content from Sprout Labs

- The Learning While Working podcast
- The blog
- eBooks
- Recordings of past webinars
- Virtual conferences




# What we are thinking about today

- Understand why content curation is important to the future of learning.
- Learn what the different approaches to curation content are and how to choose the one that is right for you.
- Experience how Totara Engage can be used to support content curation, including how to enable learner-generated content



What are your motivations for attending this webinar?  
Please add your thoughts in chat.



Content curation for **learning** is the process of selecting existing resources, designing **learning experiences** based on those resources and sharing the experiences.





## Curation is not **new**

Art curators and exhibition curators have a long tradition of selecting, organising and presenting artefacts.



# Seek > Sense > Share

Harold Jarche

Jarche is focused on knowledge management NOT learning

But this is still a useful framework - that I'll use later



Practice, Feedback, Reflection



# In learning process is king, not content



Content is important, but for most employees just providing links on a blog post is not going to transform how they work.





## Who is doing the learning?


The person that is learning the most is often the curator

# Stephen Downes - MOOC pioneer


Stephen's Web ~ OLDaily - July 12, 2021 External  

 **Stephen Downes** [stephen@downes.ca](mailto:stephen@downes.ca) via [mailchimpapp.net](mailto:mailchimpapp.net)  
to me 

[View this email in your browser](#)


 **OLDaily**  
by **Stephen Downes**  
July 12, 2021

**Behavioral Patterns in Enterprise MOOCs at openSAP**  
Muhttin Sahin, et al., EMOOCs 2021, ResearchGate, Jul 12, 2021

 This short paper looks at activity patterns in corporate MOOCs, and in particular, patterns in transitions from one type of activity to another among four activity types: learning, discussion, reviewing progress, and announcements. The most significant result is that while there are numerous transitions between the latter three, the first activity - learning - occurs in isolation. Now it seems to me that these categories are poorly defined - "learning", for example, consists of "video playbacks, self-test submissions, visits to learning items". Why wouldn't these be considered as separate activity types? There's a lot of data (from 13 MOOCs with n=72,668 learners) so obviously more detailed analysis could be done. In any event, the use of a transition analysis is interesting even if it's uninformative at this stage.


Web: [\[Direct Link\]](#) [\[This Post\]](#)

**How Monetary Incentives Improve Outcomes in MOOCs: Evidence from a Field Experiment**  
Jie Gong, Tracy Xiao Liu, Jie Tang, Journal of Economic Behavior & Organization, Jul 12, 2021

 This is not the first look at the use of financial incentives for learners, and what's important is that previous studies have shown limited and short-term effects. This study (31 page PDF) of learners in the Chinese MOOC platform XuegangX shows a stronger and more persistent outcome. Why? The article doesn't speculate on this question specifically, but it finds several factors that are suggesting of an answer. First, the amount of money matters: 100 RMB produced a change in behaviour, 1 RMB not so much. Second, the effect size is greater in disadvantaged populations, such as women. And third, "our intervention appears to have helped them learn about the online learning process, or about disciplining themselves—which, in turn, shifts their learning behavior toward a more persistent and sustainable pattern." These factors are less present in, say, elite institutions and affluent populations. But in an environment where people really do need academic and financial support, the strategy can have an impact. Or so it seems to me.

Web: [\[Direct Link\]](#) [\[This Post\]](#)

**Evolution of research on Escape Room [Term Map 2010-2020]**  
Nabil Zary, Jul 12, 2021

 If someone asked you, you would probably say that it's intuitively true that there's a connection between "rat in a maze" experiments of yore and today's modern escape rooms. But how could you show that? I ran across this graph on LinkedIn that draws the connection through research publications over the years. The graph is interesting because it represents the progression through time, from older research (in purple, to the left) to more recent research (yellow, right). And it's interesting to see the concept develop from 'effect' and 'performance' to 'activity' and 'experience' over time. A large version of the image in PNG can be downloaded here.

Web: [\[Direct Link\]](#) [\[This Post\]](#)

Has his own platform where he reads, comments and then the links and comments are automatically shared to his mailing list.

He does this for his OWN learning.

It's his personal learning environment.



He is making sense of a **deluge** of information



# Content curation and the **future** of work

Often the content you need already exists

# Content curation and the future of learning

|                             | Past  | <b>Reskilling for the future</b>   |
|-----------------------------|---|--|
|                             | Sharing how a business works  | Developing new expertise to drive transformation<br>Information overload                 |
|                             | Inductions  | e.g. New digital skills, AI and automation   |
|                             | Learning programs often the only way to access information                                | Expertise is not inside the organisation   |
| Why content curation is key | Content curation approaches can help guide access to information e.g. new manager portals | The content often exists already<br>Content curation can be used bring in this expertise |



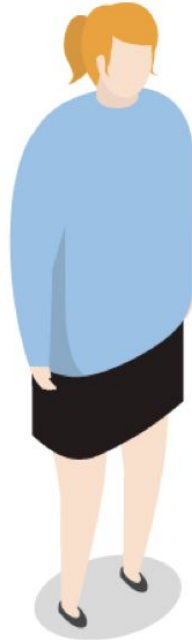
# Self guided learner - naturally leading change and preparing for the future

Able to self assess and identify learning needs

Able to find resources and people to assist them

Content curation is perfect

The learning experience can be built around these principles



Able to articulate and reflect on what they have learnt

Able to practise and trial new behaviours and skills and gain feedback on performance

Able to evaluate and measure their own learning

# Supporting self guided learning with content curation

|                     | <b>Able to self assess and identify learning needs</b>                           | <b>Able to find resources and people to assist them</b> | <b>Able to practise and trial new behaviours and skills and gain feedback on performance</b>        | <b>Able to articulate and reflect on what they have learnt</b>   | <b>Able to evaluate and measure their own learning</b> |
|---------------------|--|---|---|--|--|
| <b>10: Resource</b> |  | The content you have curated                            |   |  |  |
| <b>10: Task</b>     | The experience starts with a self assessment<br><br>Set a personal learning goal |   | Scenarios<br>Case studies<br>Interactive stories<br>Simulated tasks                                 |  | End with a self assessment                             |
| <b>20: Supports</b> | A pre-learning discussion with their managers<br><br>Peer assessment             |   |   | Learning logs<br>Blogs<br>Social post<br>Coaching conversations<br>Completing the learning experience as group | Peer feedback on performance<br><br>Peer assessment    |
| <b>70: Tasks</b>    |  |   | New job tasks<br>Mirroring<br>Following along<br>Checklist of tasks to complete<br>Workplace audits |  |  |



# Content curation can help create a culture of Learning While Working



Seek > Sense > Share

# Feedly

The screenshot displays the Feedly web interface. On the left is a sidebar with navigation options: Today, Read later, Filters, FEEDS (listing various categories like '00 - Learning' with 10 items), and BOARDS (listing 'toread'). The main content area is titled '00 - Learning' and shows a list of articles. Each article includes a thumbnail image, a title, a date, and a brief description.

**00 - Learning**

**The new generation of project management tools is here and it's visual.**  
Sponsored by monday.com  
The best tool to collaborate with your team mates. It's easy, intuitive, visual and fully customizable to fit everyone!

**Getting Virtual Teams Right**  
conversation matters / 5d  
It's easy to set up a virtual team, but hard to get it right. Happily, there have now been enough studies of virtual teams, including my own studies, that we know a great deal about how to "get it right." Here are some examples of what

**Here's an Easy Way to Update an Old Course Without the Source Files**  
The Rapid eLearning Blog / 6d  
\*Help, I need to update my course, but I don't have the source file. All I have is a link? This is a common issue. Here's a solution that may work for you and it's generally easy to do. In a previous posts, we looked at how to copy text from

**FEB 05**

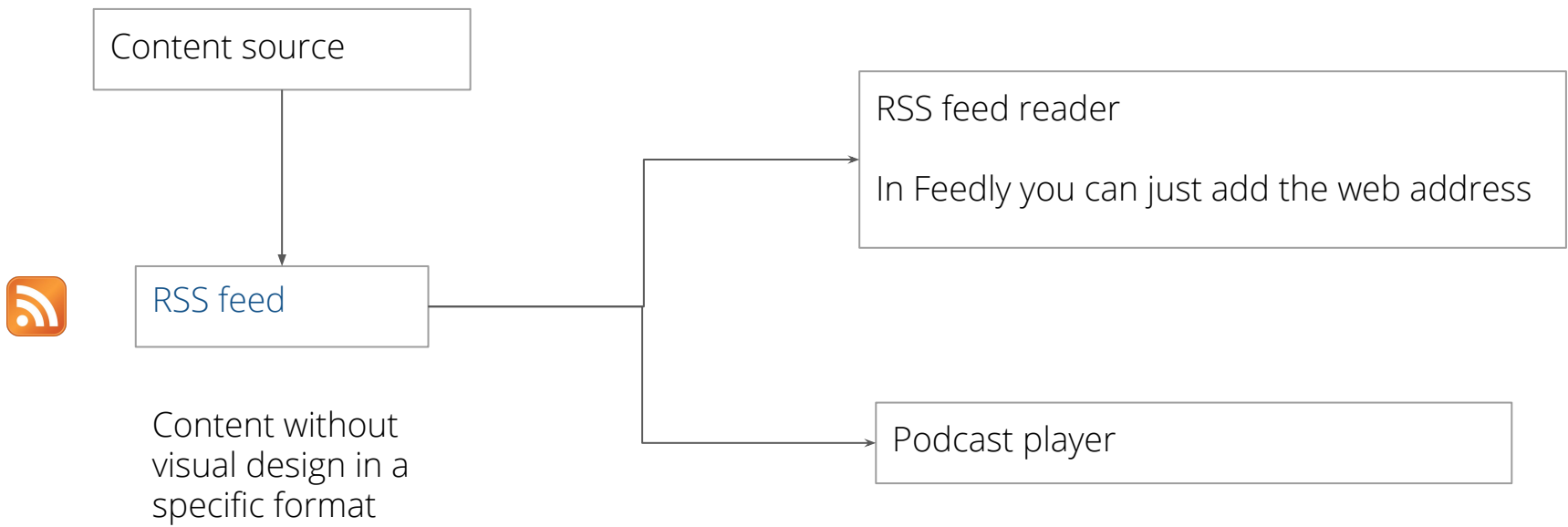
**How to Improve Your E-Learning Course Design Skills**  
The Rapid eLearning Blog / 13d  
I'm a big fan of the e-learning challenges posted each week in the e-learning community. Here's one on game show style templates and another on various drag-and-drop interactions. They offer good examples and creative ideas for

**FEB 01**

**Top 6 Things We are Looking Forward to at ATDTK**  
Float Mobile Learning / 18d  
ATD's 2019 TechKnowledge Conference is less than a month away and Float could not be more excited. From February 6-8, in West Palm Beach, Florida, there will be 125+ sessions, over 15,000 attendees and 70+ exhibitors —

**JAN 31**

**A Surefire Way to Build Widespread Collaboration Across Your Organization**






# Types of content curation for learning



Repositories



Streams of  
content



Learning  
experiences

# Types of content curation for learning

| Repositories  | Streams of content   | Learning experiences  |
|---|--|---|
| Static links to documents and websites and often organised around tags  | Regularly updates via email or on a social network   | Can take in the other two approaches e.g. can be a learning campaign approach |
| Topic based portals   | Includes commentary about why the resource is important for organisations and employees.         | Includes learning tasks and supports  |
| The resources that are shared then go into the repositories e.g. a series of blog posts are sent as email messages which can then be accessed from the blog archive. Or past posts on a social network can be searched. |  |   |
|   | Is made more effective by being developed collaboratively  | Tasks can be social   |
| Low impact on behaviour change  | Some impact - continuous streams of content. Helps to foster a culture of Learning While Working | High impact on learner. Lower the cost of course production                   |





# Repositories

## Seek >

Need 'Sources'

Google  
Content libraries  
RSS feeds  
Newsletter

YouTube/TED Talks

Feedly  
Email inBox

## Sense >

Tagging

Sometimes - writing commentary

Totara Engage

Glasshouse

## Share

What is new

Often a lack of sharing and promotion is reason the strategy fails

People need to see something 3 times to act



What else goes wrong with this approach?  
Please add your thoughts in chat.



## Streams of content - learner generated

# Seek >

Need 'Sources'

Content libraries  
RSS feeds  
Newsletter

YouTube/TED Talks

Feedly  
Your InBox

# Sense >

Writing commentary

Totara Engage

Blogging platforms

Often feeds into a repository

# Share

Email newsletter - email is still the most effective marketing medium



When would you use this approach?  
Please add your thoughts in chat.

# Learning experiences

## Seek >

Need 'Sources'

Content libraries  
RSS feeds  
Newsletter

YouTube/TED Talks

Feedly  
Your InBox

## Sense >

Designing learning tasks and supports to activate the content.

This should include commentary.

Need some learning design expertise

Totara Engage

Glasshouse

Totara Learn

## Share

Often has the same issue as the repository.

Using campaign based approaches is a way around this.



If you have a TED talk on giving feedback that you were building a learning experience around, how could you get people to practice new skills related to it?

Please add your thoughts in chat.



# Content Curation with Totara Engage



Engage, unite and upskill your workforce to deliver high performance.

#### KEY FEATURES:

1. Curated content
2. Collaborative workspaces
3. Microsoft Teams integration
4. Pulse surveys
5. Recommendations engine
6. Flexible access and sharing settings


#### BENEFITS:

1. Blend formal training with informal, social learning that increases engagement, knowledge-sharing and collaboration
2. Build a connected culture by unlocking knowledge sharing throughout the organisation.
3. Give employees relevant training at just the right time, in the flow of work.






# Learner's experience



**What does health and safety have to do with cybercrime?**

🕒 More than 10 mins

💬 10   👍 38   ➦ 128   ⋮ 23



Totara Engage is built around resources and playlists

Resources can be text, image, video and links

Playlists are a series of related resources

Home / My Learning



Resources are shown on the learner's dashboard

RECOMMENDED FOR YOU

TRENDING



**8 Essential qualities that define great leadership**

Less than 5 mins 388



**Information security**

by Mohamad Binti Salai

★★★★☆



Survey

What helps you to stay productive during the day?

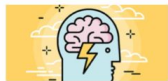


**Cybersecurity 101**

Less than 5 mins 145

RECOMMENDED FOR YOU

MICRO-LEARNING



**What is the CIA triangle?**

Less than 5 mins 138



**6 Habits of super learners**

Less than 5 mins 76



**Deep learning isn't hard anymore**

Less than 5 mins 388



**How to improve your sales**

Less than 5 mins 92

UPCOMING EVENTS

Charity Team building  
Tuesday, 28 July, 11:50 AM

LX Global conference  
Tuesday, 30 July, 9:00 AM

Go to calendar...  
New event...

LATEST ANNOUNCEMENTS

Charity Team building  
28 July, 10:30 AM Amin User

Older topics...

## Find learning

Create ▾

Category All ▾

Leadership

Resources and playlists can be searched


FILTERS (2) Clear all

8 items 


Sort by Alphabetical

### LEARNING TYPE


- Certifications
- Courses
- Playlists 
- Programs
- Resources 




**8 Essential qualities that define great leadership**




**Public speaking**




**Leadership basics**




**Successful leadership**




**Building high performance team**



**The leadership skills that make teams work**



**Building trust**



**Leadership development**

Your workspaces Find workspaces

Your workspaces

- General
- Accountants
- Leadership course
- Mental Health corner
- Planning team
- Press
- Global partners
- US branch
- APAC branch
- IT Department**
- Production team
- Find workspaces



## IT Department

Public workspace

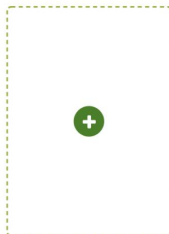
Discussions Library **Members (37)**

Type All Topic All

Search lib

7 items

Sort by Created



**The difference between a vulnerability and an exploit**

5-10 mins

13 27 314 20

From Ellen Hwang

**Information Security 101**

★★★★☆

10 128

From Joe Jo

**IT Department must read**

★★★★★

27 480

From Linda Kidman

**Why are internal threats oftentimes more successful than ext...**

5-10 mins

45 56 223 24

From Robert Kelson

**What is the CIA triangle?**

Less than 5 mins

51 13 128 24

From Lee Fang

**The difference between Symmetric and Asymmetric encryption**

5-10 mins

42 31 412 14

From Sharifah Binti Zairul

**Three-way handshake and how it can be used to create a DO...**

5-10 mins

21 31 265 15

From Nicole Benjamin

In the collaborate section in Totara each learner has their own library of resources.

# 8 Rules for Information Security

Establishing an information security program is a complex undertaking. It is easy to get lost in the details and neglect a critical component of the program. This article focuses on high-level guidelines or tenets. Its framework can also be used to provide an overview for senior management and employees.



Focus on the information security program as a whole. Program design should start with a control framework such as ISO 27002. Frameworks are essentially information security best practices.

**OSA**  
Generic Pattern  
Generic OSA pattern that depicts all control families on an...

**IWS**  
Computer and Information



**John Smith**  
@john-s  
Senior Project Coordinator  
john.s@email.com

[Overview](#) [Comments \(28\)](#) [Related](#)

Created 20 September 2018. Last updated 12 November 2019

- Everyone can view
- Less than 5 mins

[IT risk](#) [Data breach](#) [Mobile security](#)



This resource appears in the following playlists:

- Information infrastructure** ★★★★★  
by Johan Mulakuhan
- Information security standards** ★★★★★  
by Alan Tam
- Privacy-enhancing technologies** ★★★★★  
by Julien Havana
- Information technology security audit** ★★★★★☆  
by Kim Jo
- Verification and validation** ★★★★★☆  
by Johan Mulakuhan

Resources and playlists can be commented on, rated and shared.

Search for or type a command

totaraengage Chat Find learning Current learning Library About

## Find learning

Category All

Search

20 items [Share](#) Sort by Alphabetical

**FILTERS**

**TOPICS**

- Leadership
- Mental Health
- Onboarding
- Presentation skills

**LEARNING TYPE**

- Certifications
- Courses
- Playlists
- Programs
- Resources

**TIME TO READ**

- 0-5 minutes
- 5-10 minutes
- Over 10 minutes

**Learning Cards:**

- Cybersecurity and digital trade**  
Courses  
Miscellaneous
- What is the CIA triangle?**  
Certifications  
Miscellaneous
- BIM for health and safety in construction**  
Courses  
Miscellaneous
- What does health and safety have to do with cybercrime?**
- The perks of staying safe: How health and safety can save your business money**
- Airlines slow to respond to health and safety standards for flight attendants**
- The difference between a vulnerability and an exploit**
- Three-way handshake and how it can be used to create a DOS attack**

Engage integrates with MS Teams

The screenshot displays a Microsoft Teams chat interface. At the top, there is a search bar with the text "Search for or type a command". Below this, the chat header shows the name "Emma" and options for "Chat", "Files", "Organisation", and "Activity". The left sidebar contains navigation icons for Activity, Chat, Teams, Calendar, Calls, Files, and Apps. The main chat area shows a message from Emma dated 15/04 3:01 PM: "Thanks for the article! It was really interesting!". Below this, a document titled "Introduction to continuous performance management" from Totara Engage is open, dated 28/05 7:51 PM. A search box is overlaid on the document with the text "engagement". The search results show a section titled "Engagement for high performance Courses" with a description: "Modernising your organisation's approach to learner engagement? Unsure how to keep your team motivated, engaged and delivering their work on time? Interested in helping your teams to learn in th...". The document also includes a chart and the text "performance" and "ement looks like?". At the bottom of the chat window, there is a text input field labeled "Type a new message" and a row of icons for emojis, attachments, and other chat functions.



Search your library

Your resources

Shared with you

Saved resources

Your Playlist

Communication

Presentation

Health and safety

Leadership

Saved Playlists

Industry analysts

Information security

Product language

Customer experience

Digital trends

Negotiation skills

Copyright law

# Shared with you

Type

7 resources



What safety with c

13 2

New Fr



How to protect your IP

5-10 min

51 13 128 24

From John Smith



The screenshot shows the Totara LMS interface. At the top, there is a navigation bar with 'Home', 'Learn', 'Collaborate', 'Develop', and 'Reports'. A user profile for 'Florence N.' is visible in the top right. On the left, there is a sidebar with 'Your resources' (Shared with you, Saved resources), 'Your Playlist', and 'Saved Playlists'. The main content area is titled 'Shared with you' and displays a resource card for 'What safety with c...'. A settings modal is open over the resource card, allowing configuration of sharing options. The modal includes sections for 'Who can see this?' (radio buttons for 'Everyone can see', 'Limited people can see', 'Only you can see'), 'Time to read' (radio buttons for 'Less than 5 mins', '5 to 10 mins', 'More than 10 mins'), 'Assign topic(s)' (a dropdown menu with 'IT risk', 'Data breach', and 'Mobile security' selected), and 'Share to specific people or workspaces' (a dropdown menu with 'Ni' selected and a list of users: 'Nilah Pereira' and 'Niayen Dylan'). Below the resource card, there are engagement metrics (51 comments, 13 likes, 128 shares, 24 bookmarks) and a 'New From' button. At the bottom, it says 'You are logged in as Admin User'.

Learners can choose who to share a resource with and what topic it relates to.

Only administrators can add new topics



# Reporting experience

[Edit this report](#)

## Content Engagement: 13 records shown

Search by

User's Fullname


contains

Visibility

is any value

All activity can be reported on

| Creator    | Resource   | Playlists | Likes | Comments | Shares | Workspaces | Views | Visibility             | Created Date            | Topics                   |
|------------|--|-----------|-------|----------|--------|------------|-------|------------------------|-------------------------|--------------------------|
| Admin User | How to improve your sales  | 18        | 396   | 137      | 513    | 3          | 128   | Public                 | 28 June 2020, 10:02 PM  | Sales                    |
| Admin User | Employee performance   | 21        | 228   | 108      | 349    | 8          | 259   | Public                 | 15 June 2020, 1:16 PM   | Performance, Growth      |
| Admin User | Mental well-being in the workplace                                     | 13        | 204   | 96       | 234    | 2          | 182   | Public                 | 09 June 2020, 8:02 AM   | Wellbeing, Mental health |
| Admin User | How to deal with bullying  | 14        | 350   | 104      | 154    | 3          | 196   | Limited people can see | 08 June 2020, 4:34 PM   | Wellbeing                |
| Admin User | Tips on using 3d printer   | 23        | 186   | 64       | 28     | 7          | 38    | Public                 | 28 May 2020, 8:45 AM    | Productivity             |
| Admin User | What you need to know about your customer                              | 34        | 143   | 23       | 91     | 6          | 413   | Public                 | 15 June 2020, 1:02 PM   | Sales                    |
| Admin User | 6 Habits of Super Learners   | 28        | 123   | 34       | 76     | 3          | 74    | Public                 | 13 April 2020, 1:35 PM  | Learning                 |
| Admin User | UI Design Principles   | 18        | 118   | 61       | 119    | 3          | 29    | Public                 | 13 April 2020, 3:01 PM  | Design                   |
| Admin User | 2 Powerful Ways to Help Teachers Implement Online Learning             | 9         | 64    | 22       | 48     | 6          | 11    | Limited people can see | 9 April 2020, 10:18 AM  | Learning                 |
| Admin User | Conferencing Tools from Microsoft, Google, Cisco Webex, and Intermedia | 8         | 48    | 5        | 160    | 2          | 246   | Public                 | 9 April 2020, 11:55 AM  | Productivity             |
| Admin User | VR will revolutionize education  | 0         | 36    | 9        | 15     | 4          | 197   | Public                 | 3 April 2020, 11:18 PM  | Learning                 |
| Admin User | Deep learning isn't hard anymore                                       | 0         | 0     | 0        | 0      | 0          | 0     | Private                | 28 March 2020, 10:13 PM | AI                       |
| Admin User | 5 Different Types of Leadership Styles                                 | 1         | 23    | 41       | 11     | 4          | 10    | Limited people can see | 16 March 2020, 3:02 PM  | Leadership               |



If you are interested in taking a look closer at the Totara Engage please just reply to any email messages from Sprout Labs to start a conversation.

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