

If you are having trouble with your audio, the phone in details are:

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Meeting ID: 890 0199 5742

Passcode: 322916

Please turn off your microphone if you are not talking



In chat, please introduce yourself and say if you're excited by AI or scared.



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 (I'm taking a short break)
- The blog
- eBooks
- Recordings of past webinars
- Virtual conference recordings



What we'll be thinking about today:

This session is designed to give you actionable strategies to integrate AI into your instructional design workflow—and a preview of what we'll explore in-depth in the **AI for Smarter Learning Design Lab**

- **Using AI to complement your skills** – offload time-consuming tasks so you can focus on strategy and creativity.
- **The power of prompting** – using examples and step-by-step techniques to guide a chatbot to the results you want
- **How to use AI to build learner profiles** – and keep your AI outputs focused on real learner needs.



Podcast
interviews

The way we
are using AI at
Sprout Labs

The work we
are doing with
clients on AI

This includes the 1st
version of the AI for
Smarter Learning Design
Lab

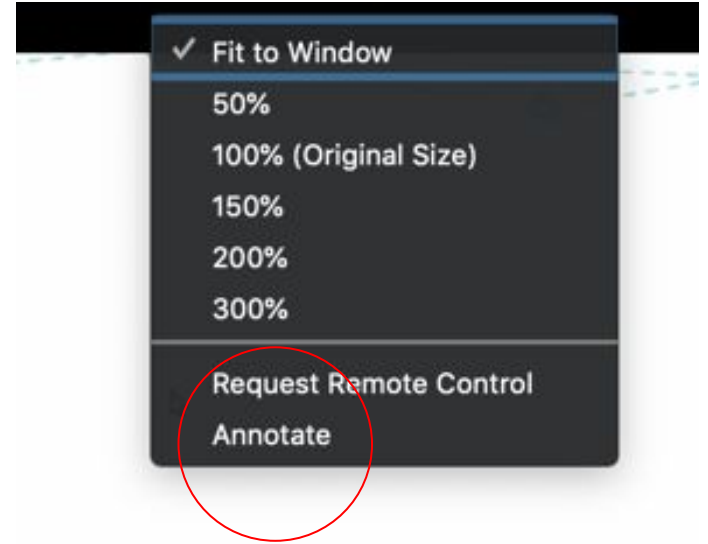
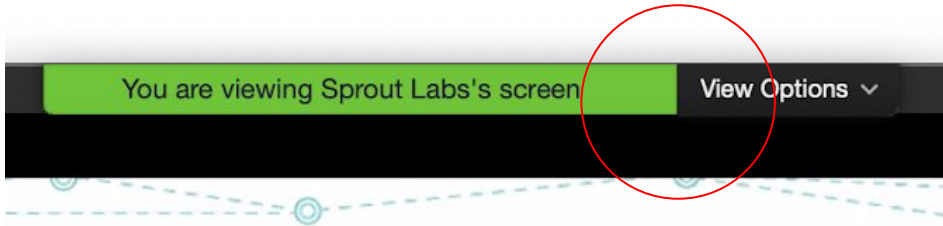


What do you want to gain from this session?

Please add your thoughts in chat

Annotation Tools

1. Choose the view options



2. Choose the Annotate menu item

Annotation Tools



Stamp tool



Is using AI part of your workflow?

Yes



You lack skills

You don't see it as useful

Workplace has blocked/banned

No





What is a large language model?

Training

Patterns and structure

Word relationships

Generally, approximately 30% of employees actively engage with content libraries and L&D teams often question the investment.

Word relationships

A word like investment would be used in many different contexts

Words are given numbers e.g
question might be 5.04 and
investment might be 199.22

• This is then stored as list 5.04 ,199.22

Generates sequences of words based on probabilities

probability = 80%

Generally, approximately 30% of employees **actively** engage with content libraries and L&D teams often question the investment.

Different types of models

Transformers


The core architecture behind most AI models that understands context and generates text by processing words in sequence.

Reasoning models

AI models or techniques designed to solve problems step-by-step instead of just predicting the next word.

Mini models

Smaller, faster AI models that run efficiently on limited systems and are often used for specific or local tasks.



Re-produces
commonly
accepted
knowledge based
on patterns seen
across sources.



What types of issues is this going to create?



Working alongside AI



Transcriptions



In chat, please brainstorm/share how using transcripts can make the learning design faster?



ChatGPT can
code

This doesn't
make you into
a coding
expert



Vibe coding

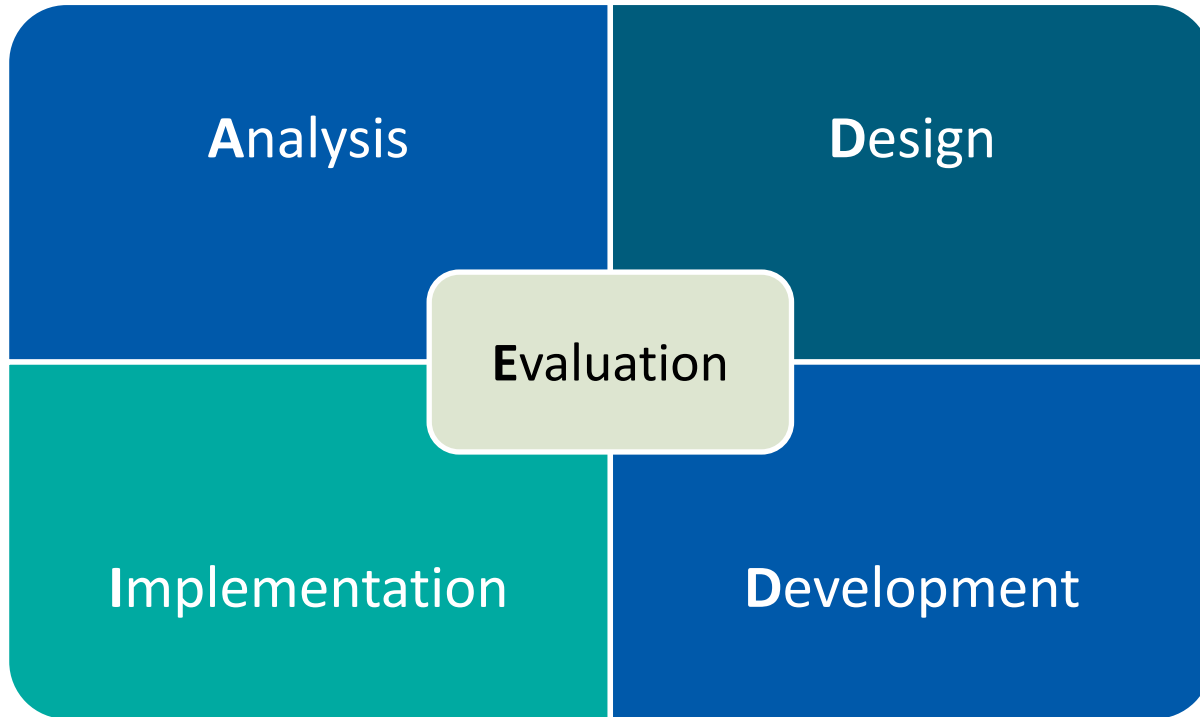
This method shifts the programmer's role from writing code manually to guiding, testing, and refining AI-produced code.



In chat, share what you think 'vibe learning design' might look like?



Use the stamp tool to choose the project stage that you see as the most time consuming.





Development



What areas are your superpowers in?

Working with
written language

Visual
communication

Working with
voice and music

Working with
moving images

Working with
verbal language



What area is your kryptonite (your weakness)?

Working with
written language



Visual
communication

Working with
voice and music

Working with
moving images

Working with
verbal language

	Text generation	Image generation	Audio generation	Video generation	Audio understanding
Use in learning content generation	ChatGPT Copilot Gemini	DALL-E Canva Mid Journey Stable diffusion	ElevenLabs Descript	Runaway Heygen Sora	MS teams transcriptions Krisp Otter.ai
Use in learning content generation	Ideas generation Storyboards Proofreading	Illustrations and photos	Creating voice overs	Creating talking characters	Meeting notes and summaries Translations



Use AI to help
you overcome
your
weakness




Keep growing
your
superpowers

This works for teams/functions as well.

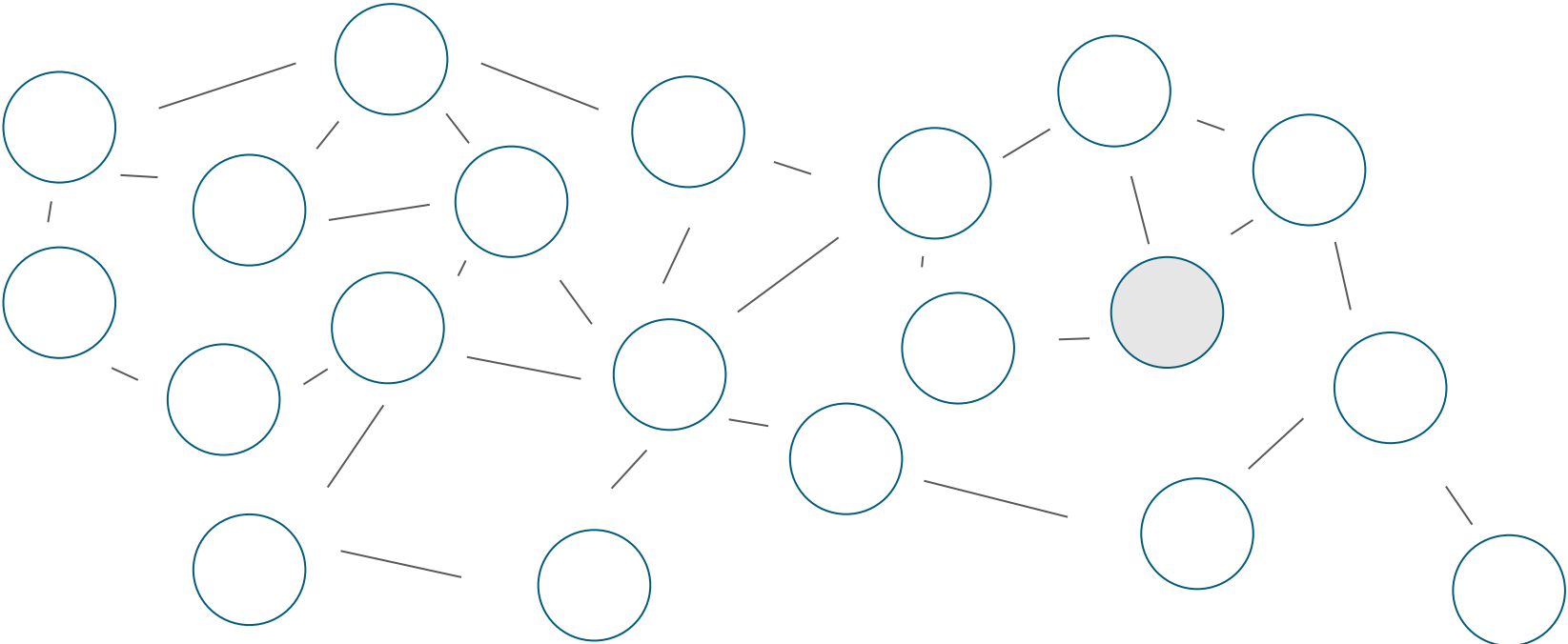
An example of the first conversation is often a challenge for instructional designers.

You could develop a prompt library to help the team with this.



A crash course in prompt engineering

Getting the context right



The basics of prompting

A specific

The more context you provide the better the outcome will be

Define the outcome you want

Coach and correct the bot

Some people call this 'training'

Example are useful

Act as ...	Act as an expert on instructional design and cybersecurity.
The context ...	You're working on an e-learning module.
<i>provide more background information</i>	We're dealing with a section on clear screen policies during virtual meetings. The business issue is that people are not realising that they need to close down all windows and applications like Outlook before meetings, because personal details about the team members or projects that people in meetings who are not involved may be revealed.
the request	Can you please provide me a 150 word story about how this could go really wrong and then build a scenario-based multiple choice question.
the format	The multiple choice question should have more than three answers each with feedback.



The DRAFT

The Incident at SecureTech

At SecureTech, an emerging cybersecurity firm, Emily was leading a critical virtual meeting with potential investors. In her rush to start, she forgot to close her email application. Mid-presentation, a new email notification popped up, revealing sensitive financial projections meant only for the executive team.

The investors saw the confidential information, leading to a breach of trust. This slip not only jeopardized the investment deal but also raised questions about SecureTech's ability to protect sensitive data.

The incident served as a stark reminder of the importance of clear screen policies to prevent unintended information exposure.

The DRAFT

During a virtual meeting with a key client, you receive a personal email that contains sensitive information. The email notification appears on your screen, which is being shared with the client. What should you do?

A) Continue the meeting without acknowledging the email.

Feedback: Ignoring the email doesn't address the potential breach of confidentiality. It's important to take immediate steps to protect sensitive information.

B) Quickly close the email and apologize for the oversight.

Feedback: This is a good response. Apologizing and quickly closing the email minimizes the exposure while acknowledging the mistake. It's also a good practice to review and apply clear screen policies before sharing your screen.

C) Laugh it off and make a joke about how busy your inbox is.

Feedback: Making light of the situation doesn't address the seriousness of exposing sensitive information. It's important to maintain professionalism and ensure data privacy.

D) Explain the importance of data privacy and use this as an example of what not to do.

Feedback: While it's important to educate about data privacy, using the incident as a teaching moment in real-time might not be appropriate with clients. It's better to address the mistake directly and ensure such oversights are avoided in the future. This scenario emphasizes the need for vigilance and adherence to clear screen policies during virtual meetings to protect sensitive information.

Act as ...

The context ...

*provide more background
information*

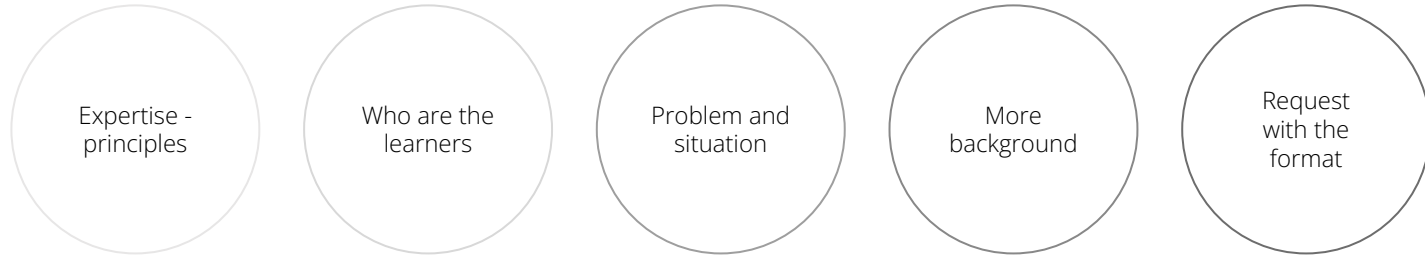
the request

the format



Why doesn't this feel like a natural way to 'chat'?

Example workflow



Correct and coach as you are going
Keep on using the **same chat** sessions for the project



The 'voice' of the learner is often
missing in learning design

Act as ...	Act as an expert on learner focused learning design.
The context ...	Your helping me to design course on cybersecurity for a hospital.
<i>provide more background information</i>	Don't include learning styles.
the request	What are the 7 key features of a good learner persona.
the format	

The reply

Got it—here's a revised list of 7 key features of a good learner persona for a hospital-based cybersecurity course, without including learning styles:

1. Job role and responsibilities

Understand what the person does in the hospital. This includes their daily tasks, level of access to systems, and how they interact with patient data or technology.

2. Digital confidence and experience

How comfortable are they with using digital tools? Do they use email, electronic health records, shared drives, or admin systems regularly—or only sometimes?

3. Workplace context

Where and how do they work? Are they on the move (like nurses or orderlies), desk-based (admin), or in technical environments (IT or lab staff)? What devices do they use (shared computers, tablets, mobile phones)?

4. Pain points and frustrations

What makes digital security hard for them? This could be password fatigue, confusing systems, time pressure, or unclear policies.

5. Motivations and concerns

Why would they care about cybersecurity? Protecting patients? Avoiding mistakes? Meeting job expectations? Fear of blame? Understanding this helps with tone and messaging.

6. Common behaviours and habits

What shortcuts do they take? Do they write down passwords, share logins, leave screens unlocked? Knowing this helps you design real-life scenarios and focus areas.

7. Attitudes and beliefs about cybersecurity

Do they see it as important or annoying? Do they trust the IT team? Have they been affected by breaches before? Beliefs shape how they respond to learning and behaviour change efforts.

Act as ...	
The context ...	
<i>provide more background information</i>	
the request	Based on one of those features, write 2 persona's for nursing staff that requires to do this course.
the format	The persona should have names and feel like a real person. They should only be 300 words long.

The reply

Persona 1: Priya, Registered Nurse – Emergency

Department

Age: 34

Role: Full-time RN in the Emergency Department

Experience: 10 years in nursing, 5 in ED

Priya works in a fast-paced, high-pressure environment. She moves quickly between patients, using multiple systems throughout her shift—electronic medical records, medication dispensing tools, and internal messaging apps. Time is always tight, and she often logs in and out of different devices multiple times per shift.

She's confident with tech but gets frustrated when systems slow her down. She has a habit of staying logged in on shared computers to save time. She sometimes shares her login with new staff during hectic periods.

Priya understands the importance of patient privacy, but cybersecurity feels like something "IT should sort out." She's aware of recent ransomware attacks on hospitals and would hate for her actions to cause harm—but she's never had time to think much about digital risks beyond patient notes.

She wants clear, realistic training that fits her work rhythm. Long modules or generic advice won't hold her attention. She responds best to short, sharp messages and real-world examples, especially if they come from peers.

Persona 2: Steve, Enrolled Nurse – Aged Care Ward

Age: 49

Role: Part-time EN on a general aged care ward

Experience: 15 years in aged care nursing

Steve is steady, caring, and detail-focused. He works three days a week, mostly with elderly patients. He checks medication charts, updates care notes, and occasionally uses email or messaging to contact doctors or family members.

He's not confident with digital systems. Passwords confuse him, and he often writes them down in his notebook. He worries about doing the wrong thing but doesn't know who to ask.

Steve takes privacy seriously and wants to do the right thing. He's seen notices about phishing emails but isn't always sure what to look for.

He needs patient, clear guidance. Step-by-step instructions and visual examples help most. He values learning that feels supportive, not rushed or judgmental.

Act as ...	
The context ...	<p>This a scenario from another course “The Incident at SecureTech”</p> <p>At SecureTech, an emerging cybersecurity firm, Emily was leading a critical virtual meeting with potential investors. In her rush to start, she forgot to close her email application. Mid-presentation, a new email notification popped up, revealing sensitive financial projections meant only for the executive team.</p> <p>The investors saw the confidential information, leading to a breach of trust. This slip not only jeopardised the investment deal but also raised questions about SecureTech’s ability to protect sensitive data.</p> <p>The incident served as a stark reminder of the importance of clear screen policies to prevent unintended information exposure.</p>
<i>provide more background information</i>	
the request	Rework this scenario to be relevant to #learner1
the format	



The reply

It was the middle of a busy shift in the Emergency Department. Priya had just finished updating a patient's chart on a shared workstation when she was urgently called away to assist with a critical case. In the rush, she left the computer unlocked with the patient file still open on screen.

While Priya was away, a family member waiting nearby wandered over and glanced at the unattended screen. They recognised the name of another patient listed and took a photo of the information. Later, that image was shared in a group chat, sparking confusion and concern among others in the community.

When the issue was raised, it led to an internal investigation. It wasn't malicious—but the breach of privacy was serious. The hospital had to notify the affected patient, and Priya was reminded of the importance of locking screens, even when stepping away for just a minute.

The incident showed how a small slip during a busy moment can lead to unintended data exposure—and why clear screen habits are essential, especially in high-pressure environments

2 useful mailing list

Superhuman -
Zain Kahn

<https://www.superhuman.ai/>

Tries to capture the most important AI news.
Daily and takes about 5 minutes to read.

Dr Philippa
Hardman

<https://drphilippahardman.substack.com>

Just focuses on learning and AI.
Weekly and takes about 15 minutes to read.

AI for smarter learning design lab - starts the 1st of May

5 x 2-hour
live Zoom
sessions

Hands-on and
practical, with
recordings
available.

AI tools and
workflows

Use real-world
prompts and
strategies for
learning design.

Curated AI
prompt
library

Designed
specifically for
instructional
design tasks.

AI
Community
of Practice

Monthly
sessions to
keep learning
and stay
connected.

Team and
client
discounts

Lower cost for
Sprout Labs
clients and
groups of two
or more.



In chat, please share how you are going to **apply** what you've **learned** today.

Let's take the next step together

Thanks for joining us today.

If the ideas sparked something for you, the **AI for Smarter Learning Design Lab** is your next move.

- Start applying what you've seen
- Get hands-on with AI tools
- Build your own prompt library and workflow

The lab starts 1st of May.

Secure your spot and join a growing community of L&D professionals using AI to work smarter.

<https://www.sproutlabs.com.au/labs/ai-for-smarter-learning-design/>



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