



webinar

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Enabling  
learning  
ecosystems

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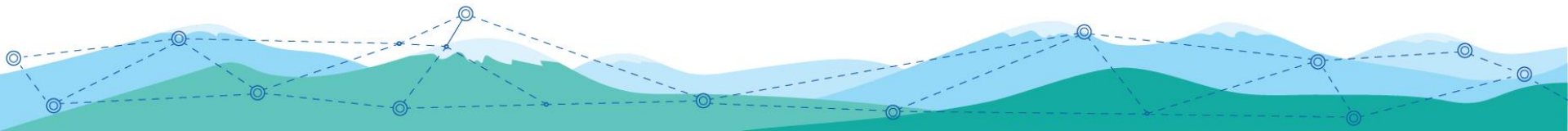


Sprout Labs builds digital learning platforms that enable you and your team to author, deliver and measure high impact digital learning ecosystems.



# Other content from Sprout Labs

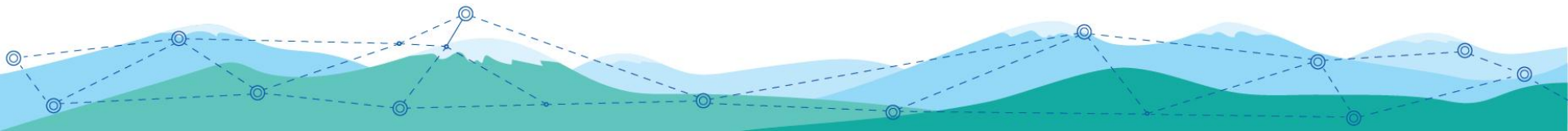
- The Learning While Working podcast
- The blog
- eBooks
- The recordings of past webinars
- A virtual conference



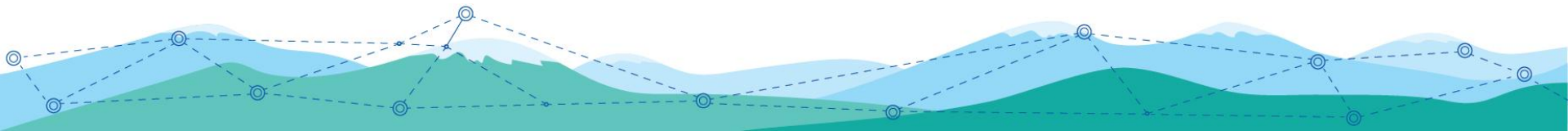


# We will discuss ...

- The power of open and flexible technologies
- What it means to be working in an xAPI enabled data rich environment
- How to enable social learning
- Measuring on the job performance using checklists
- Building learning campaigns
- How cloud-based eLearning authoring platforms increase the agility of L&D teams



An ecosystem is an interactive system of components that work together



# Learning ecosystem - design

## Streams

Learning in the flow of work



## Gardeners

Learning from each other



## Pathways

Guides to learning while working



## Learning Ecosystem

## Foundations

Knowledge supports

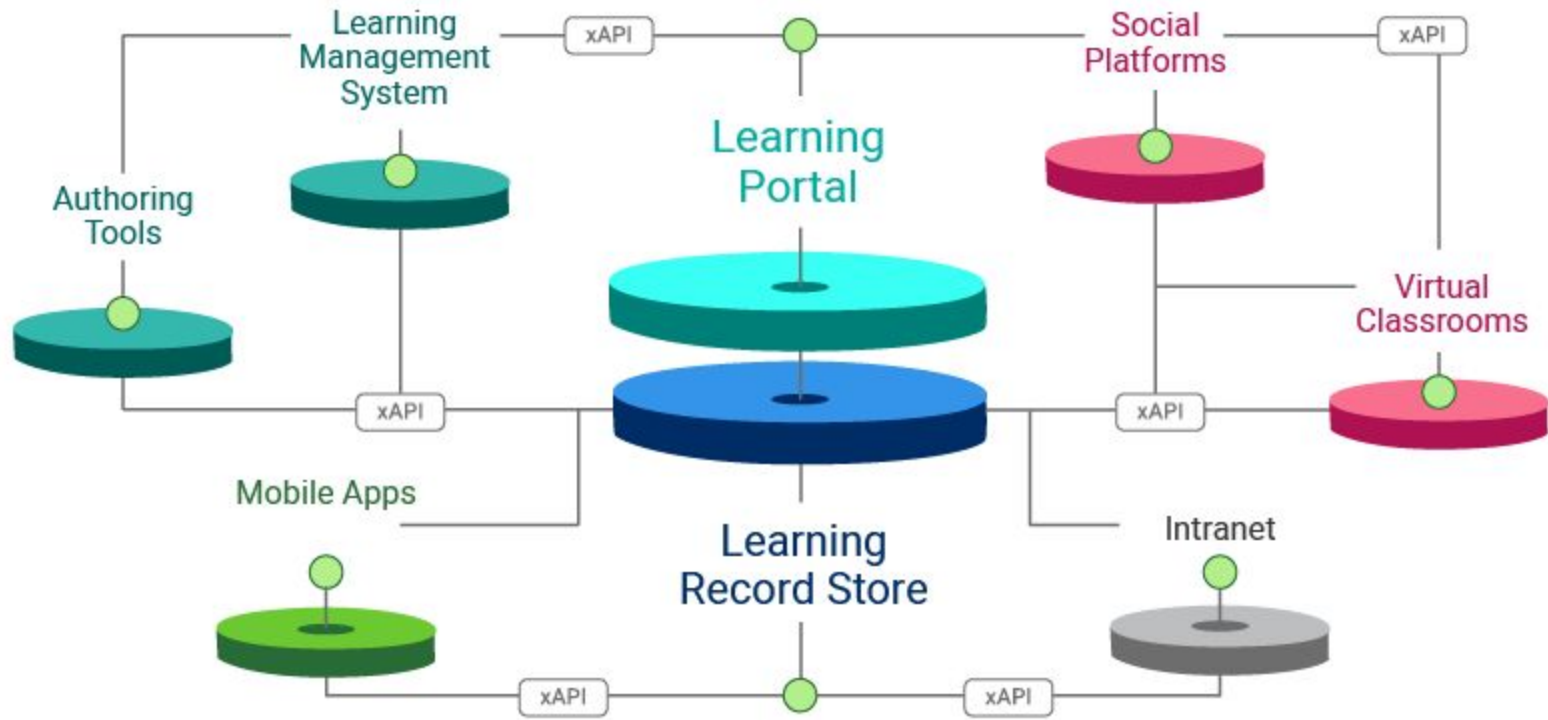


## Hothouses

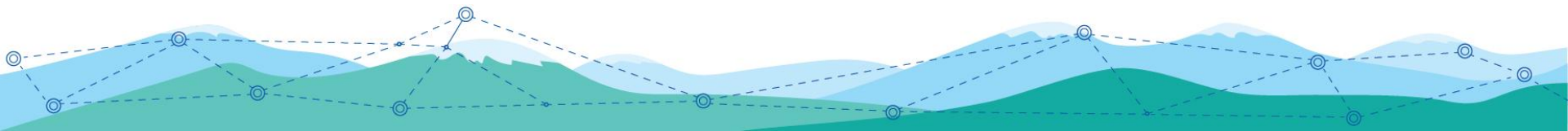
Spaces to rapidly practice new skills



# Learning ecosystem - technologies



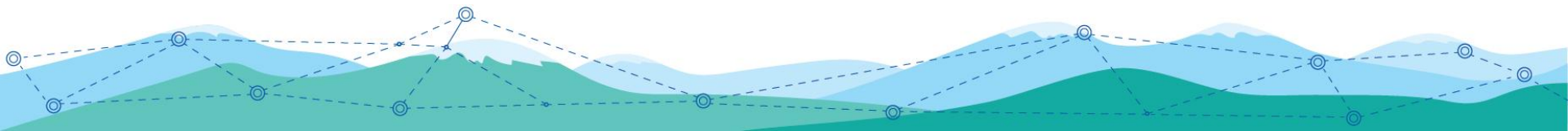
Your Learning Ecosystem Beyond Learning Technologies







Design	Deliver	Measure
<p><b>Glasshouse is a cloud based learning content management platform</b></p>	<p><b>An open flexible and affordable learning platforms</b></p> <p><b>Learn</b> - An open enterprise learning management system</p> <p><b>Social</b> - An open social enterprise system</p>	<p><b>Yield is a machine learning engine for your xAPI data.</b></p> <p>We include a learning record store with all our enterprise instances of Glasshouse and Totara</p>







## Welcome to Wattle Hill

We going to focus on a local council that wants to

- Increase safety compliance
- Get ready for the future of work
- Become customer centric

They are already doing some great things with using online platforms for collaboration, on the job assessment, and embedding learning in the workflow.



Zoe - Manager



Sarah - Learning lead



Michael - Digital learning lead



My day has started with a notification about a new piece of learning about the safety leadership program I've been doing.

The learning experience is mixture of f2f workshops and spaced microlearning.

Zoe -  
Manager



Practice spaced over time



Spaced learning  
Responsive



The learning experience is optimised for a phone, which means I can do it while I'm commuting or travelling during the day.



Responsive learning



Spaced learning  
Responsive

Project	Safety leadership program	
<p>70</p>	<p><b>360 feedback</b>            Benchmarking before            Totara Learn - Appraisal</p>	<p><b>360 feedback</b>            Benchmarking after            Totara Learn - Appraisal</p>
<p>20</p>	<p><b>Community</b>            Totara Social - Groups</p>	
<p>10</p>	<p><b>Face to face session</b>            Totara Learn - Seminars</p>	<p><b>Microlearning</b>            Glasshouse - Spaced learning</p>



A content free course



Spaced learning  
 Responsive



Appraisals  
 Seminars



Each of the spaced learning activities are on my dashboard in the portal.

The portal is full of useful learning experiences that I can just browse around like a website.

It's also where all the material that L&D has curated are as well.

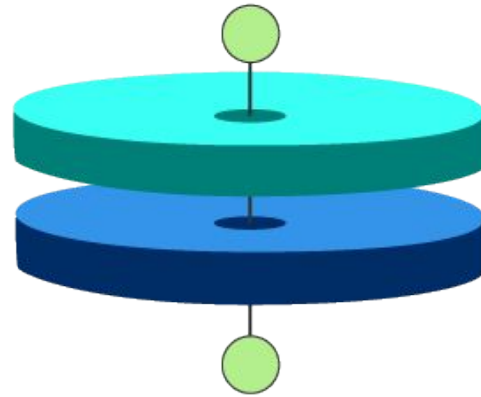


Portals

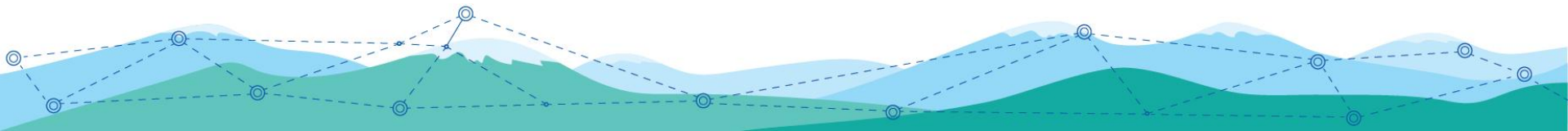


Portals  
Content curation

Learning Portal



Learning  
Record Store







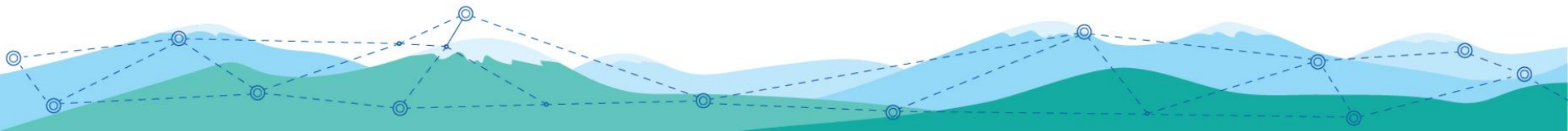
experienced



**Sally (actor) experienced (verb) solo hang-gliding (object)**


















Learning  
Record Store



# Units

Units ▾



 Clarity and support - Snake controlling agent	 Report writing - Handrail	 Check 1: Introduction and Construction
 Novelty Part 1 - Plant Laminator	 Novelty Part 2 - Building block	 Check 2: Novelty
 Unity - Basketball rim	 Inventive Step - Cricket bat	 Check 3: Unity and inventive step
 Manner of manufacture - Road Marker Post	 Patentability - Bottle holder	 Patentability - Lip applicator
 Check 4: Whole of examination	 Foot rest	 Searching - Introduction to search



## Learn

Compliance focused  
Managing face to face



glasshouse

## Portal

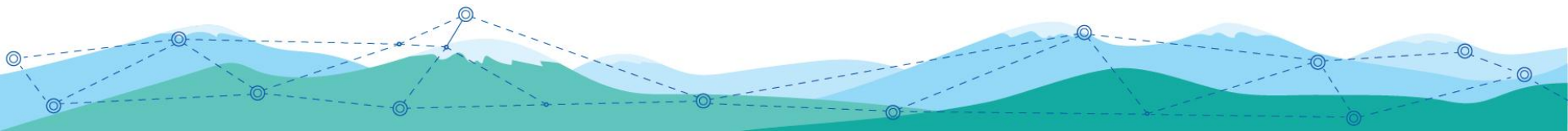
Focuses on the employee's  
growth and what they need  
to get their job done

xAPI data is sent  
using the Moodle  
Log store plugin

xAPI native



Learning  
Record Store



☰ Statement

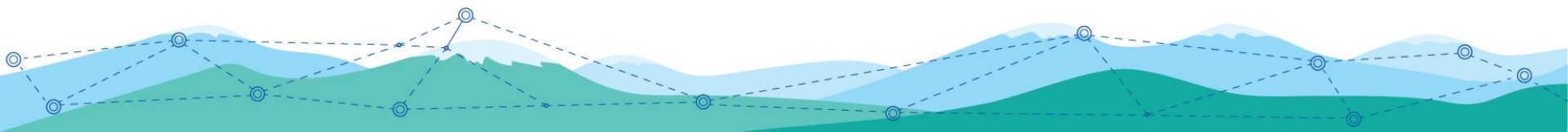
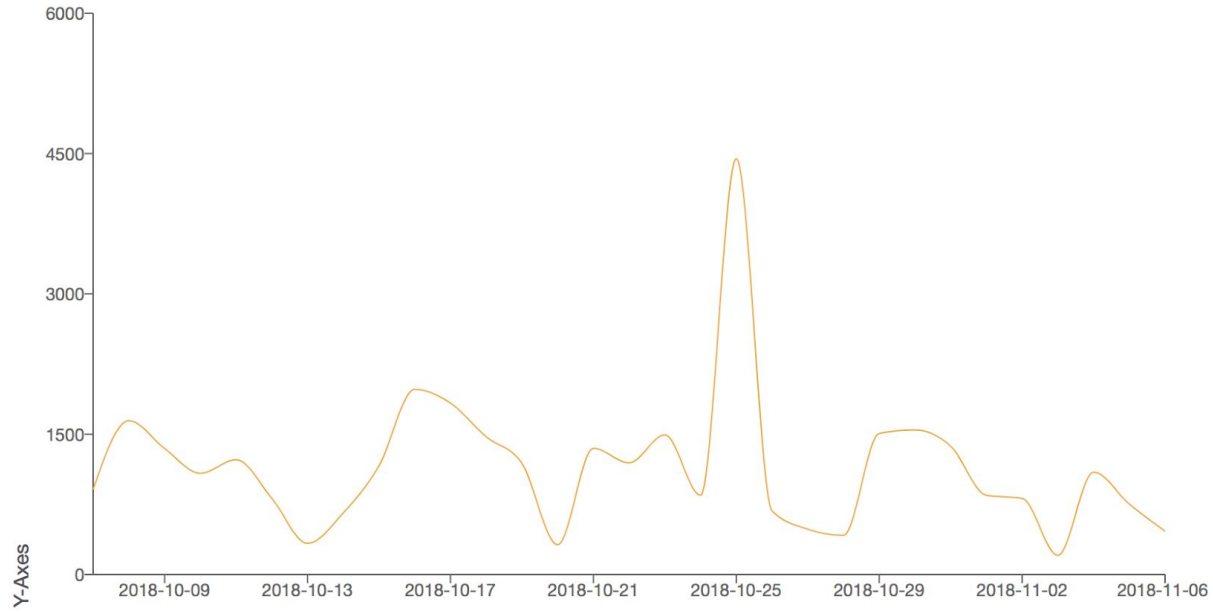
# 35.5k

×

☰ Statements

×

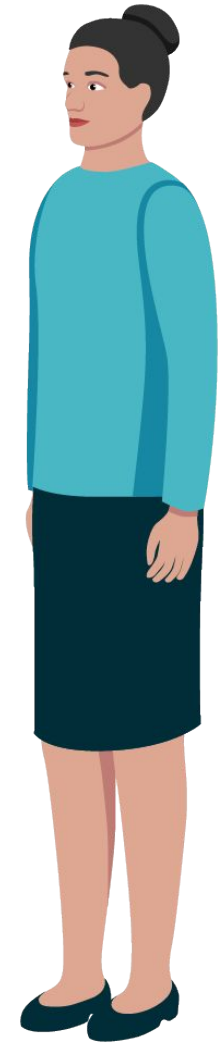
X-Axes



I've got a new team member.

The best way I can explain our corporate induction programs is it's a journey.

Each journey is customised to the part of the organisation someone will work in.



Zoe -  
Manager



Customised pathways based on your HR data



HR import  
Audiences  
Programs

From my Totara dashboard I can see what my team has been doing in Totara and there is some information from Learning Locker embedded in that dashboard as well.



Zoe -  
Manager



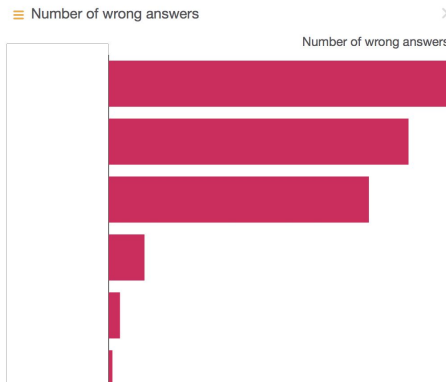
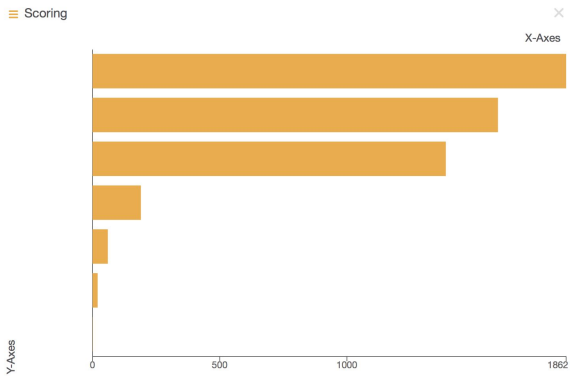
Customised pathways based on your HR data



Team view



Shareable dashboards



## Team Members: 11 records shown

All members of your team are shown below.

Search by

Current team ⓘ

any value

Search

Clear

Name ^	Last Login	Courses Started	Courses Completed	Competencies Achieved	Extensions
<b>Admin User</b> <a href="#">Bookings</a>   <a href="#">Records</a>	6 Nov 2018	1	0	0	0
<b>Alok Gavhane</b> <a href="#">Bookings</a>   <a href="#">Records</a>		5	4	0	0
<b>Brendan Halley</b> <a href="#">Plans</a>   <a href="#">Profile</a>   <a href="#">Bookings</a>   <a href="#">Records</a>   <a href="#">Appraisals</a>   <a href="#">360° Feedback</a>   <a href="#">Goals</a>   <a href="#">Required</a>	6 Jun 2018	3	3	0	0
<b>Charlotte Smith</b> <a href="#">Bookings</a>   <a href="#">Records</a>		1	0	0	0





Improving customer service is one of our focusses at the moment.

Sarah -  
Learning lead



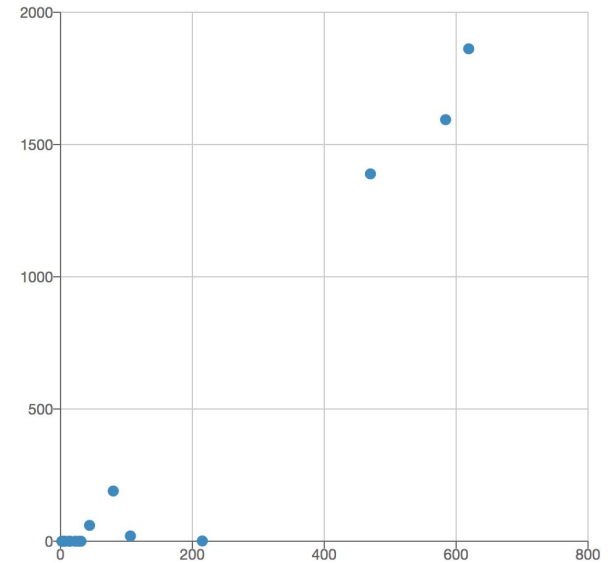
Becoming data driven



Dashboards

Data from our customer Net Promoter Scores is turned into xAPI statements

This is a custom integration



We correlate the NPS with learning activity in customer service related course



Becoming data driven



Dashboards



In the last place I worked our social network platform didn't work.

It was ghost town.



Social



Here our social enterprise platform is different.  
**it's a place where we work.**

 Share something    Ask a question    Suggest an Idea   |  Create ▼

Enter your post...



**Who can see this?**

× All users

Share



Digital workplace



Social



Every team has their own space and all meeting agendas and notes are added as pages that everyone can edit and comment on.

# November 5th

by [Design team](#)

 Report

 Like



You are here: [► Design team's page](#)

## Tasks for this week

[Comments \(0\)](#)

### Comments

 [Add comment](#)



Digital workplace

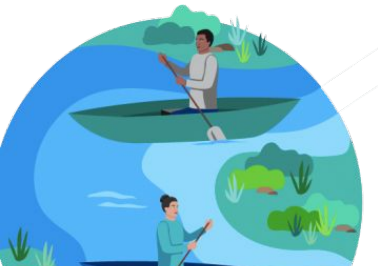


Social

Pages



My team is across three locations, we do status updates at the beginning of day to tell everyone what we working and our days wrap up with a status about what we have done and what we have **learnt**.



Reflection



Social  
Updates



The platform is constantly in the background as we work. As we are sharing and collaborating I'm not sure what what is just work and what is learning.



Digital workplace



Social

Updates



My team works out in the community. We access Totara Social on our mobiles. The main feature we use is the question and answers.

I have often written them up but my team is constantly searching for answers.



Zoe -  
Manager



Digital workplace



Social  
Updates

Each month a team member takes the lead on blogging on the platform, writing about trends that they are seeing and generally **working out loud**.



Zoe -  
Manager



Digital workplace



Social  
Blogging



I'm the L&D person that looks after content curation. I keep an eye out for what links people are sharing. If it looks useful I tag them and add them to collection in Glasshouse.

Everyone can then browse and search them.

Michael - Digital learning lead



Content curation



Content curation with collections

Playground: Home > Content curation with collections > Resources

## Resources



The Resources collection can be used to curate a range of links to useful information anywhere on the web.

### Smart Traveller

The Australian Government's advisory website for travellers to other countries.

### Boston National Historical Park

Joshua Slocum set out from Boston in 1895 for his unprecedented solo sailing trip around the world aboard the *Spray*. Explore Boston's rich history and iconic sites.

### Gibraltar: history

One of the first ports visited by Slocum on his solo circumnavigation, Gibraltar is steeped in centuries of history.

### Historical travel resources at Wikivoyage

Wikivoyage is a project of the Wikimedia Foundation, designed as a comprehensive travel guide. View the Wikivoyage page on historical travel for a broad overview and introduction to historic sites around the world.

### UNESCO World Heritage list

UNESCO's list of World Heritage sites. Historic sites are included in 'cultural' listings. Included in the list is the [historic town centre of Olinda](#), in the state of Pernambuco, Brazil, which was visited by Joshua Slocum.

### Heritage tourism in New South Wales

Historic and heritage sites in Sydney and New South Wales.



One of the exciting projects we doing is a collaboration with other Councils looking at emerging technology such self-drive cars and their effect on local government.

Michael - Digital learning lead



Structured social learning



Plugins  
Forums  
Wikis

Project	The future of work program
<p>70</p>	
<p>20</p>	<div data-bbox="614 464 1039 749" style="background-color: yellow; padding: 5px; border: 1px solid black;"> <p><b>Fortnightly discussions</b></p> <p>Scenarios from the future - online role plays</p> <p>Totara Learn - Forums</p> </div> <div data-bbox="1163 439 1626 821" style="background-color: yellow; padding: 5px; border: 1px solid black; margin-left: 200px;"> <p><b>Book of knowledge</b></p> <p>Collaborative learning, notes and thoughts are being added to the Book of knowledge</p> <p>Totara Learn - Wikis</p> </div>
<p>10</p>	<div data-bbox="343 811 807 1102" style="background-color: yellow; padding: 5px; border: 1px solid black;"> <p><b>Monthly webinars with guest speakers</b></p> <p>Totara Learn - Zoom plugin</p> </div>



Structured social learning



Plugins  
Forums  
Wikis



This course is all highly facilitated, structured and planned.

People had to apply to be part of the program.



Structured social learning



Plugins  
Forums  
Wikis



At the last place I worked the LMS was a nightmare, we needed some small changes and the vendor refused to do them.

Sarah -  
Learning lead

Flexible and open platforms





Working with Totara means we can add any of the Moodle plugins and our partner develops new features for us.

**We can make the LMS our own.**

Michael - Digital learning lead



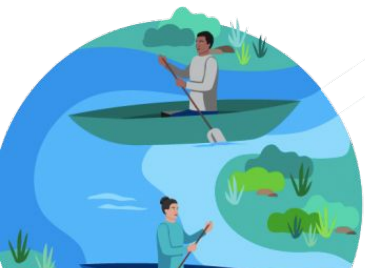
Flexible and open platforms



We are just rolling out a job management system and have integrated learning into the platform - this isn't just standard help.



Zoe -  
Manager




Embedding performance supports

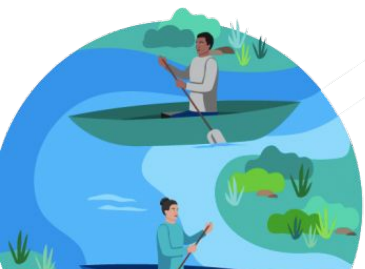


Embedding

# Learning is integrated into the platform



Find out more about



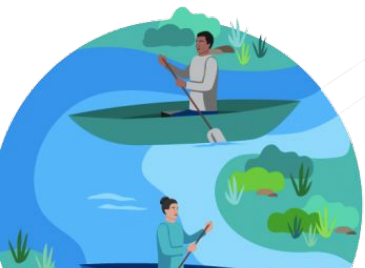
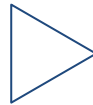
Embedding performance supports



Embedding

The experience is focused on using the software and microlearning about how to do the task

How to | **Examples** | Practice



Embedding performance supports



Embedding



At the pool we have lots of casual employees and a lot of turn-over, but it's still not worth putting our training online.

Instead we have focused on the assessment checklists and have made those as easy to use as possible.

**Give people pathways, provide them with guidance about what they need to do**

Michael - Digital learning lead

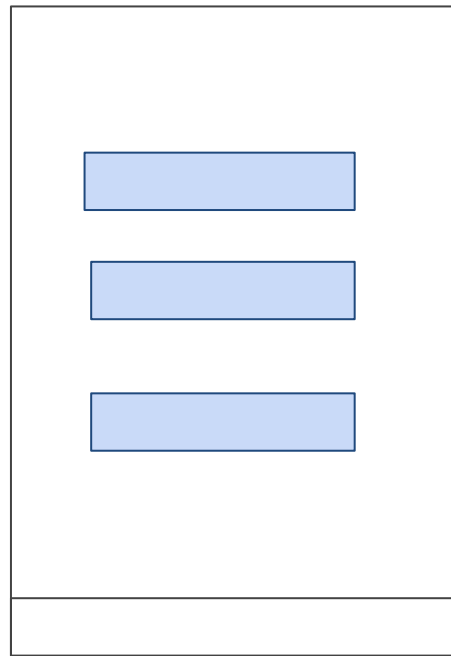


Measuring outcomes



xAPI forms  
API driven

# Mobile checklist assessment app



Learning  
Record Store

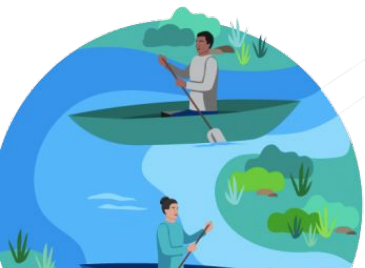


All the data is  
logged in Learning  
Locker

Completion data  
is sent Totara  
Learn

Mobile and desktop based xAPI  
forms

- Checklist
- Comments
- File uploads



Measuring outcomes



xAPI forms  
API driven



There is an online module we have just revised. The subject matter experts need to review it.

Michael - Digital learning lead



playground.sproutlabs.com.au

Glasshouse - Edit Page

Glasshouse example site

Hi Default Admin

Pages

Media

Queued activities

Workflows

Assessments

Resources

Blocks

Hierarchies

Learner tasks

Files

Security

Settings

Help

Home / Interactive blocks from the storyboard template / Multiple choice questions

Main Topics Assessment Media Layout Multi Choice Advanced Admin

Options will be shown as a regular list of button style options

The Question

The Sandwich islands are known by what name today?

Path: p

Add Multiple choice option

Find Options by Choice, Feedback Link Existing

Choice	Feedback	Correct	Score
<input type="checkbox"/> Allow drag and drop re-ordering			
Marshall islands	Incorrect	No	0
Tahiti	Incorrect	No	0
Hawaii	Correct!	Yes	10
Tonga	Incorrect	No	0
Falklands Islands	Incorrect	No	0

View 1-5 of 5

Whole of question feedback, adding feedback here will turn off individual feedback for each of the choices.

Published Versioning...

asking questions, and providing extended answers and feedback. The answers and feedback can even include images or video.

Let's begin with some vertical MCQ buttons, followed by some horizontal MCQ buttons.

Vertical MCQ buttons

The Sandwich islands are known by what name today?

Marshall islands

Tahiti

Hawaii

Tonga

Falklands Islands

Draft Published

Becoming more agile



Cloud based  
Online reviews





What are formalities?

During the examination process you will check that the formal requirements of submitting an application are met.

The details of the application checked are called the formalities.

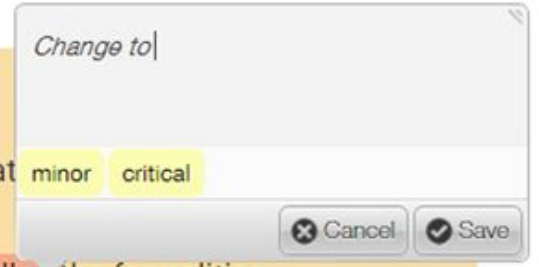
So what are these checks?

Check that

minor

critical

are called the formalities.



### Formalities: the five checks

There are five checks to make.

- Have minimum filing requirements (MFRs) been met?
- Does the applicant have legal personality?





Ok, the changes are done now we have just published it and it's live for **everyone**.



Learning  
Technologies  
Interoperability  
(LTI)

Becoming more agile



Cloud based  
Online reviews



Cloud based authoring means

- our files are a **central** place
- I can **see** what everyone is working on and help them
- we **waste less time** theming each module, visually they are all consistent

Becoming more agile



Cloud based  
Online reviews

If you are interested in taking a look closer at the platforms I've been talking about today please just reply to any email messages from Sprout Labs to start a conversation.

## Dr Robin Petterd

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