webinar

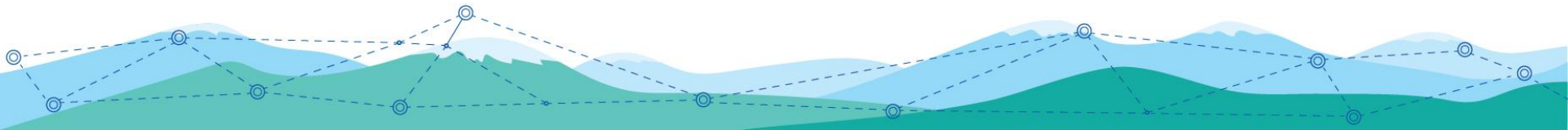
Enabling learning ecosystems

Sprout Labs

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

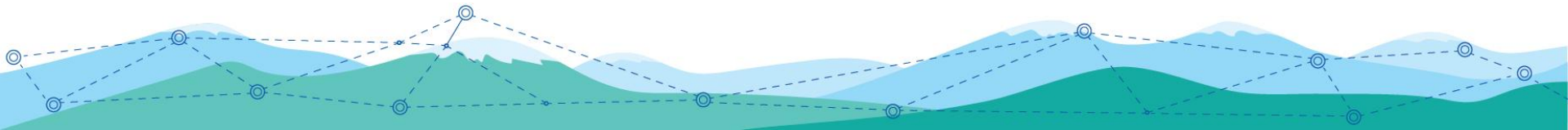
- The Learning While Working podcast
- The blog
- eBooks
- The recordings of past webinars
- A virtual conference



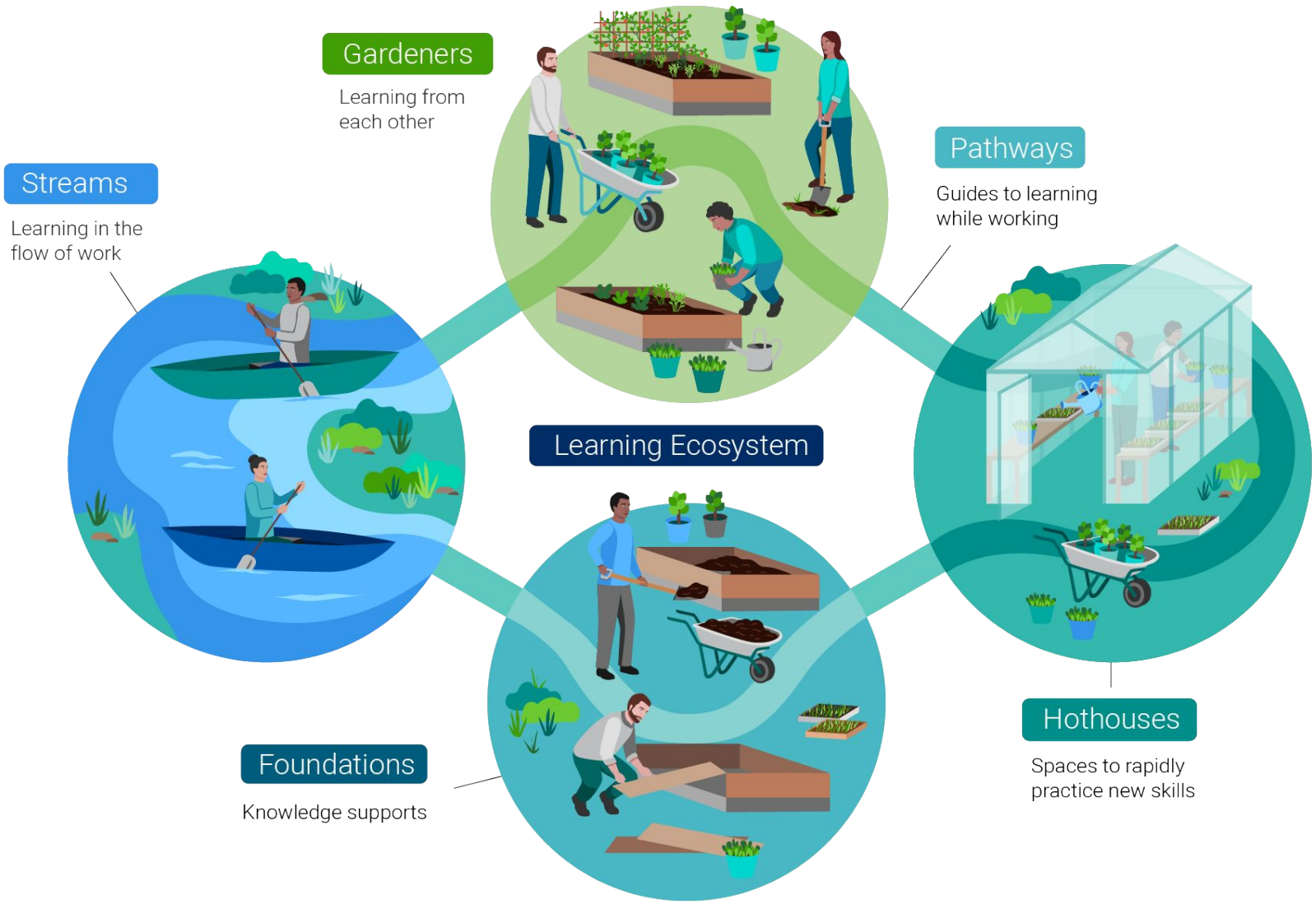
We will discuss ...

- 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

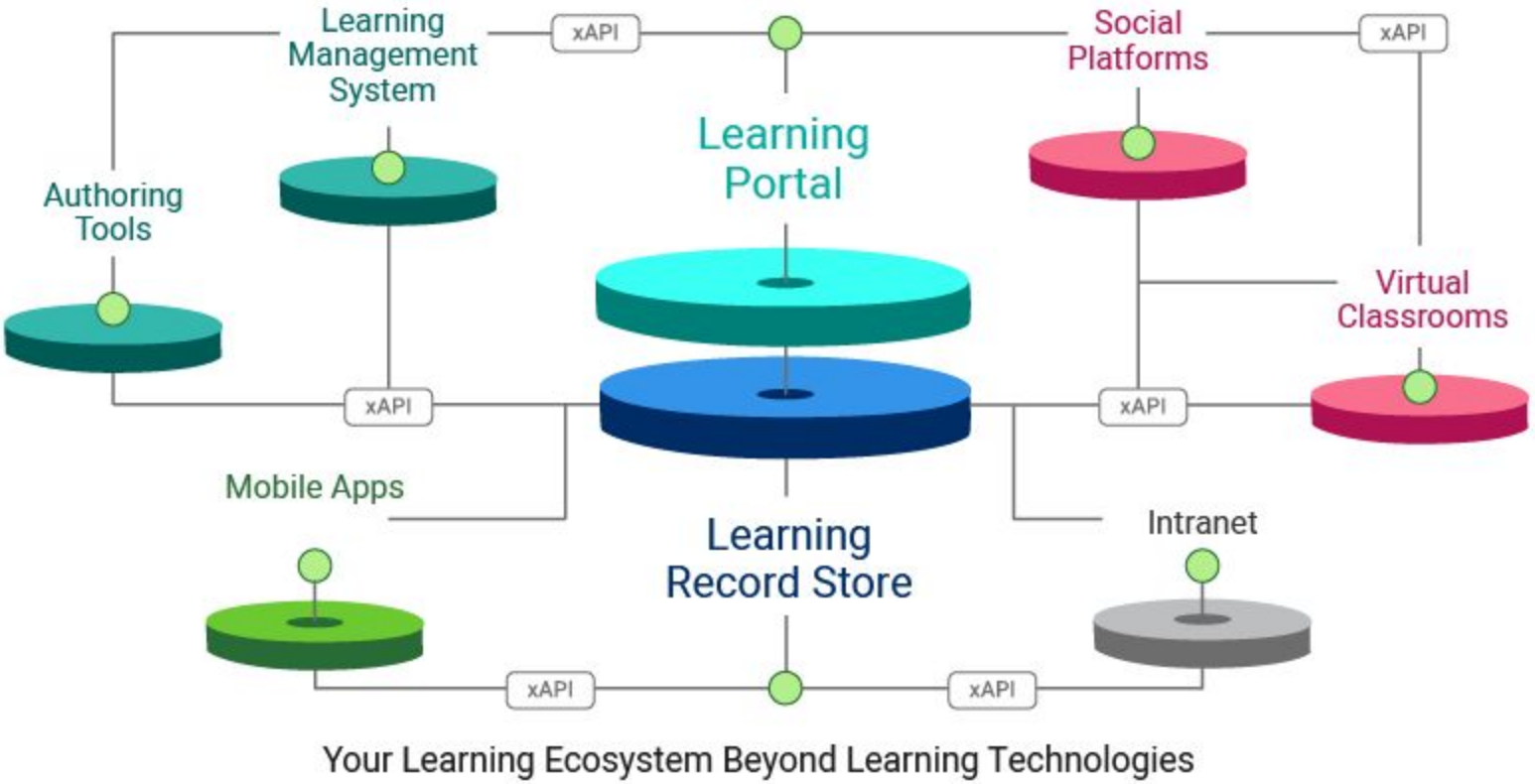
An ecosystem is an interactive system of components that work together



Learning ecosystem - design



Learning ecosystem - technologies



glasshouse

totara

YIELD

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

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.

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

A content free course

Spaced learning
Responsive

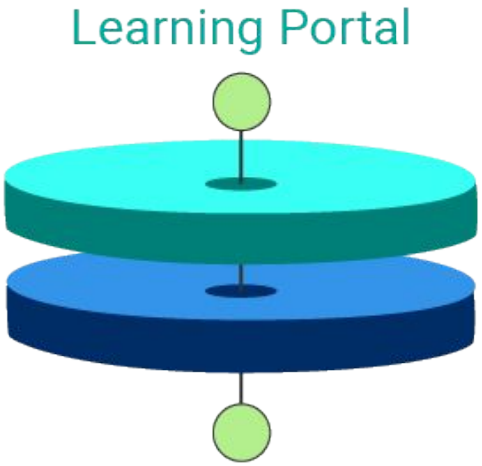
totara

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.


Learning Portal
Learning
Record Store

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

totara

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

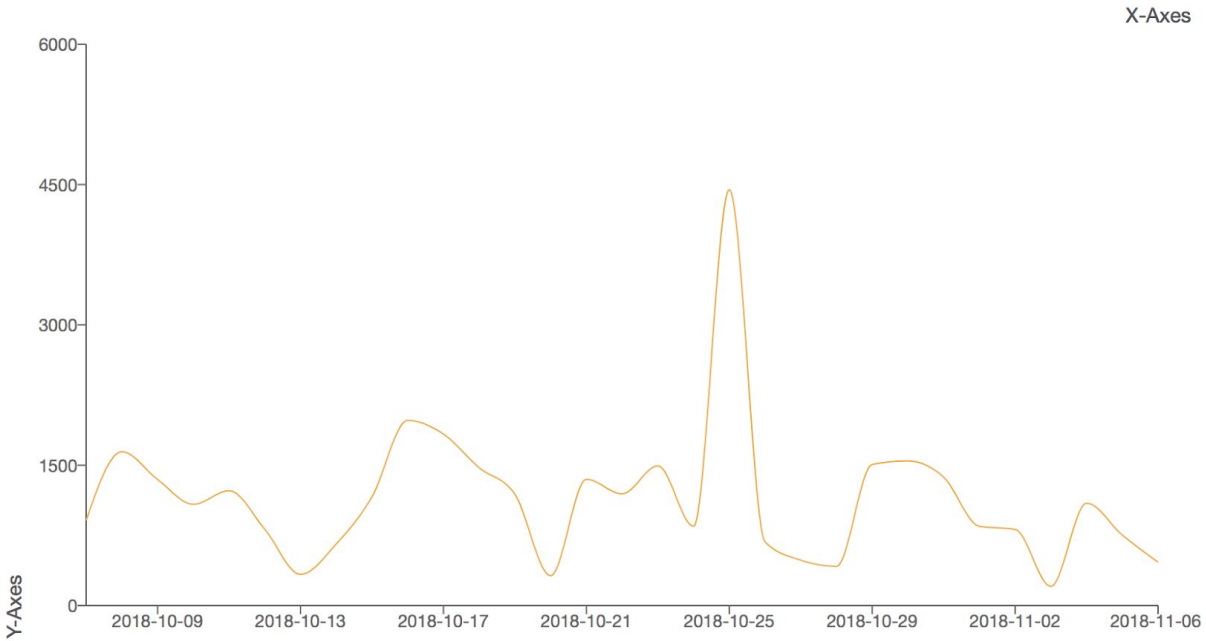
xAPI native

Learning Record Store

Statement

35.5k

Statements



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

totara

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.

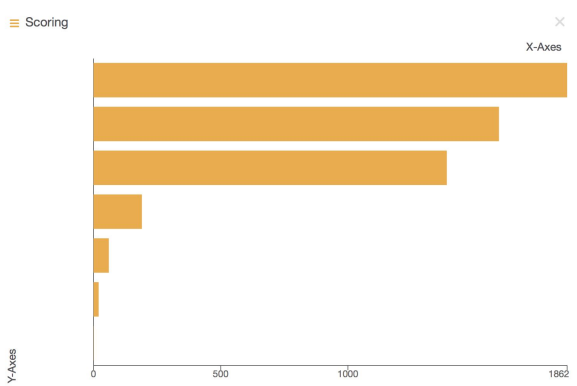
Zoe - Manager

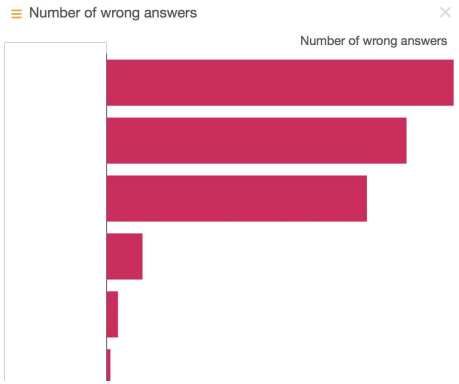
Customised pathways based on your HR data

totara

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

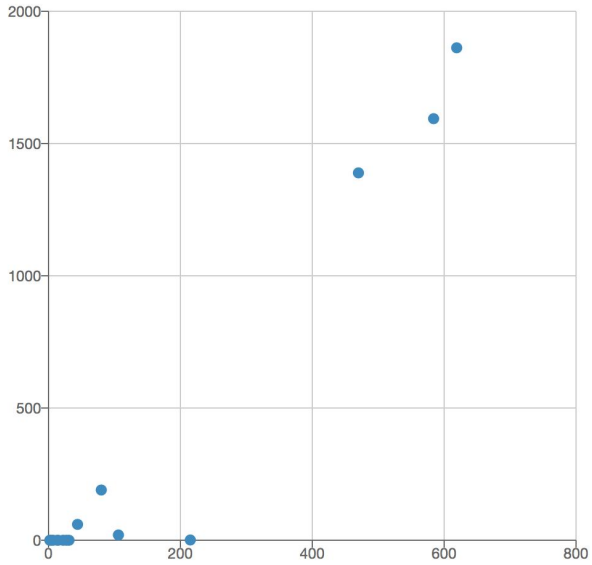
Name ▲	Last Login	Courses Started	Courses Completed	Competencies Achieved	Extensions
Admin User Bookings | Records	6 Nov 2018	1	0	0	0
Alok Gavhane Bookings | Records		5	4	0	0
Brendan Halley Plans | Profile | Bookings | Records | Appraisals | 360° Feedback | Goals | Required	6 Jun 2018	3	3	0	0
Charlotte Smith Bookings | Records		1	0	0	0

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

Sarah -
Learning lead

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

This is a custom integration



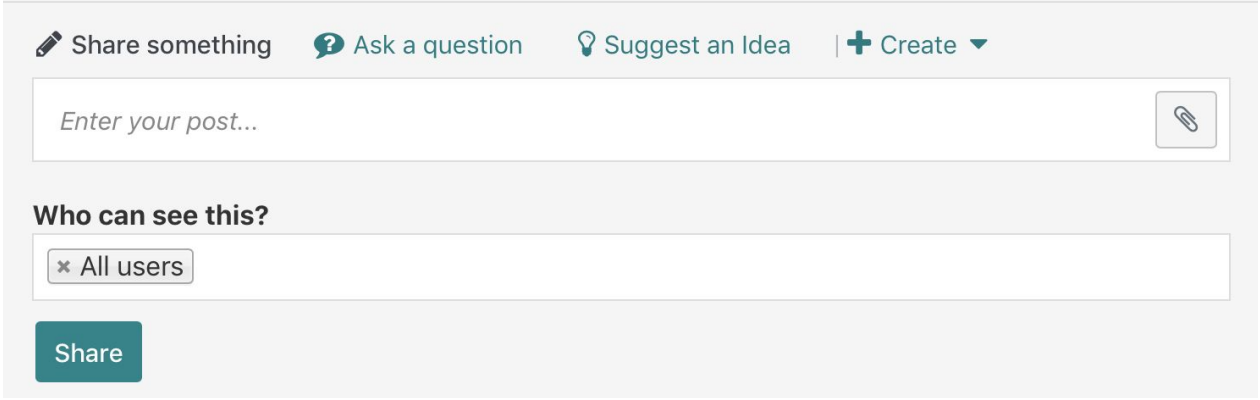
We correlate the NPS with learning activity in customer service related course

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

It was ghost town.

Here our social enterprise platform is different.

it's a place where we work.



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 pa

Tasks for this we

Comments (0)

Comments

Add comment

Digital workplace

totara

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**.

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.

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

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

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

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 Pernambuca, 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

totara

Plugins
Forums
Wikis

Project	The future of work program
70	
20	**Fortnightly discussions** Scenarios from the future - online role plays Totara Learn - Forums
10	**Monthly webinars with guest speakers** Totara Learn - Zoom plugin

Book of knowledge

Collaborative learning, notes and thoughts are being added to the Book of knowledge

Totara Learn - Wikis

Structured social learning

totara

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

totara

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

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

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

Zoe - Manager

Learning is integrated into the platform

Find out more about

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

How to | **Examples** | Practice

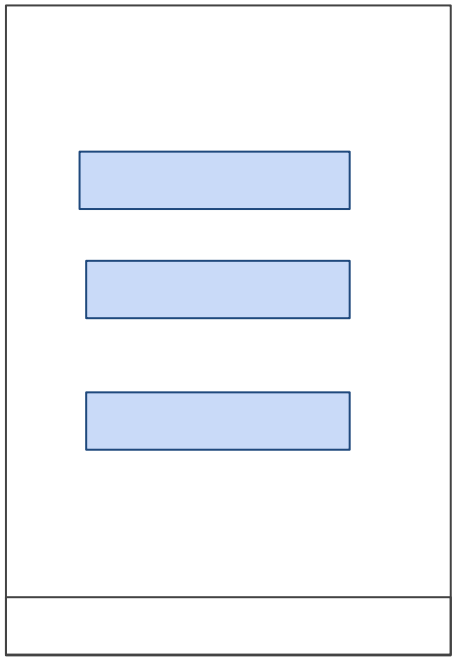
At the pool we have lots of casual employees and a lot of turn-over, but it's still not worth putting our training online.

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

Mobile checklist assessment app



Mobile and desktop based xAPI forms

- Checklist
- Comments
- File uploads

Learning Record Store

All the data is logged in Learning Locker

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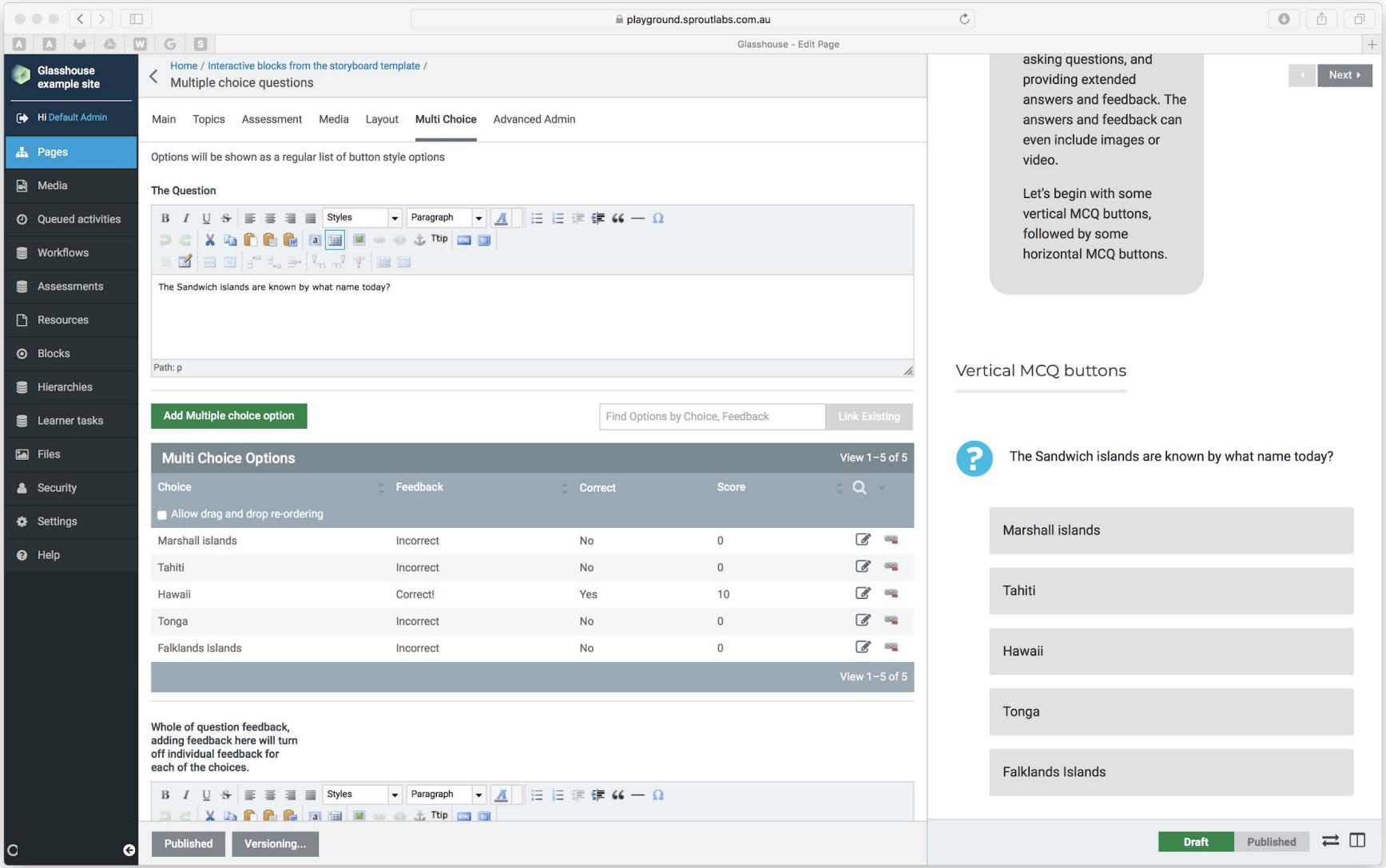
Completion data is sent Totara Learn

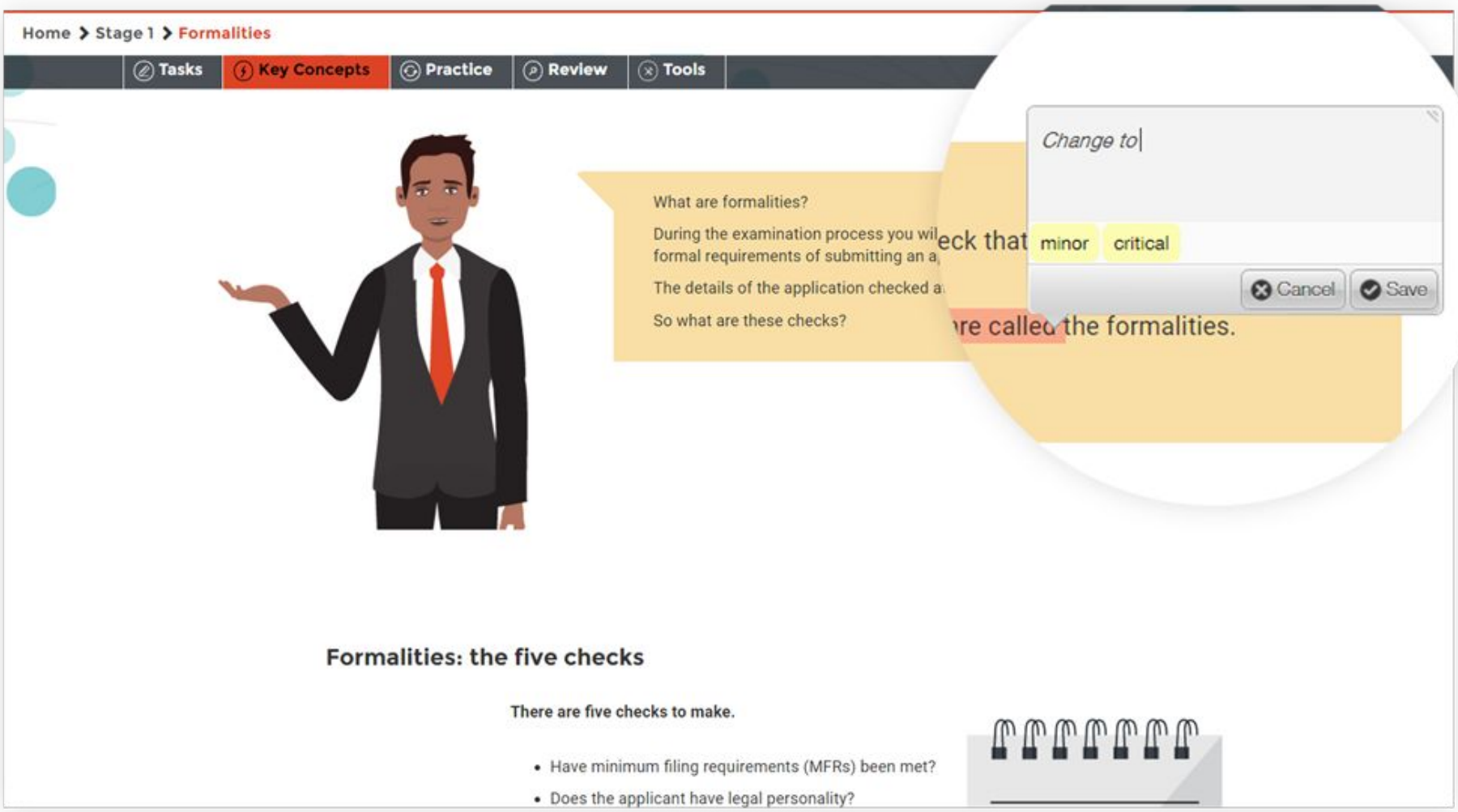
There is an online module we have just revised. The subject matter experts need to review it.

Michael - Digital learning lead



Becoming more agile

Cloud based
Online reviews



Becoming more agile

Cloud based
Online reviews

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

glasshouse

totara

Learning Technologies Interoperability (LTI)

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

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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