



Pedagogical Roadmap

Implementing pedagogical research into
the standard way of working

We are all digital learning providers now!

Because of the pandemic, online learning is now the only game in town and demand has surged.

- 82% of organizations have increased demand for digital learning from stakeholders.
- 71% have seen demand grow from end users. This is not a flash in the pan set to only last for lockdown.
- Only 1% of organisations believe their approach will go back to what it was before the pandemic...

Digital learning is here to stay.

But it's not quite the revolution we might have wished for...

Despite the surge in demand, this is not the digital learning revolution we might have wished for. The story is NOT a radical reimaging of learning, but mostly a simple switch from the classroom to a virtual instructor-led sessions or a library of off-the-shelf content. Yes, performance support, curation, video, microlearning, social learning and AI are all vying for a role alongside traditional e-learning, but their adoption has a long way to go.

The revolution might have been rapid, but it was also relatively unsophisticated.

Upskilling and re-skilling – Skills are the order of the day

The pandemic has brought a surge in skills development as organisations re-assign workers and pivot business models. Upskilling and reskilling existing teams to take on new work is a significant trend.

As a result, the demand for skills-based learning continues to grow. Digital learning and the use of AI and machine learning to infer skills and map learning content is a headline act for 2021 and beyond.

It's time to make digital learning more human

As learning becomes more embedded in the flow of work, Human-centered experience design has become more important than instructional design. But much of what is offered by the traditional e-learning market still lacks a distinctive edge, and there is a need to be more creative with traditional courses. Diversifying the learning experience beyond self-study is critical – especially as digital learning fatigue grows more dominant.

Learning defined on five continua

Instructional design	Human centered experience design
High degree of structure	Low degree of structure
External validation	No external validation
Classroom setting	Workplace setting
Trainer controlled	Learner controlled
External Stimulus	Internal stimulus

Working from Anywhere



Better Work-Life Balance



Job Autonomy



Increased Productivity



Feeling of Isolation



**Poor
Work-Life
Balance**



**Technical
Challenges**



**Lack of Social
Interaction**



Digital wellbeing



3 Facets of Well-Being



Psychological Well-Being

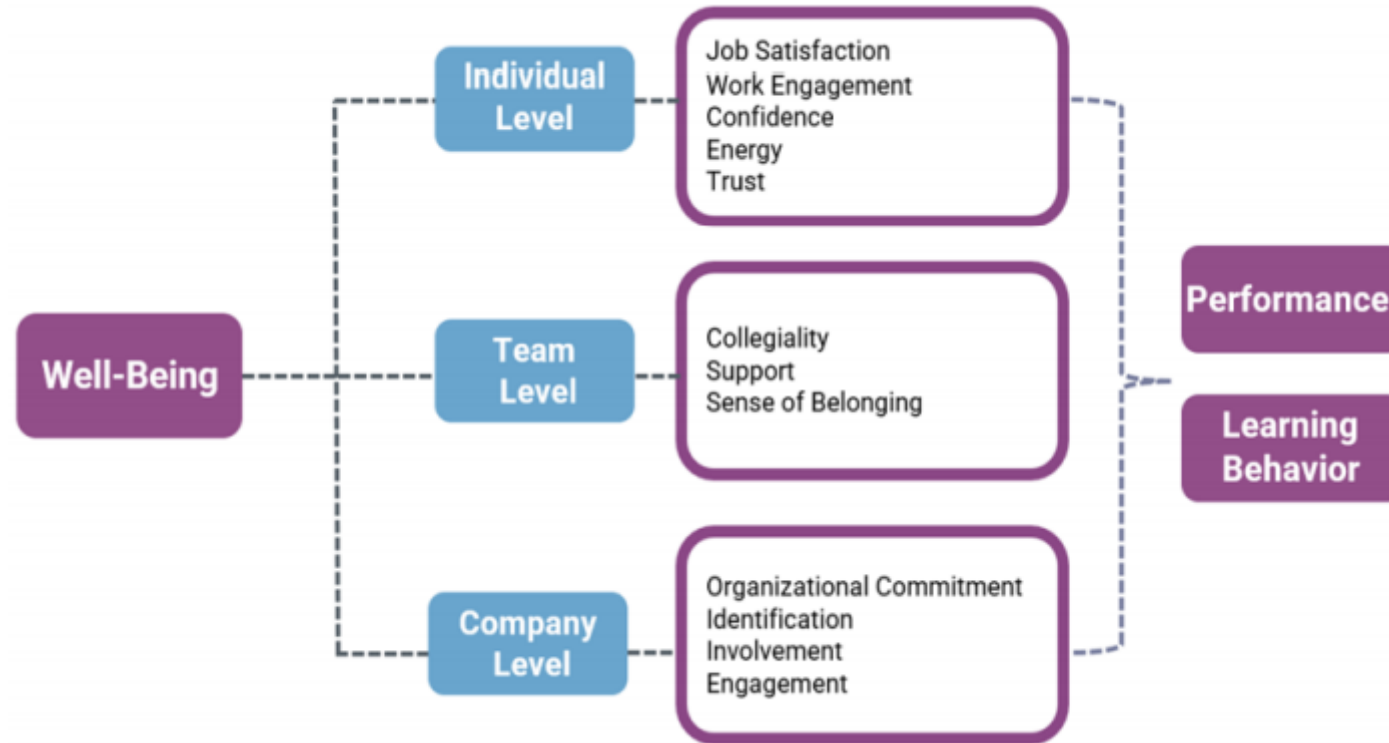


Physical Well-Being



Social Well-Being

Impact of wellbeing



The Role of Leadership in Well-Being



E-Leader Competencies



Task-related behaviors



Providing Clarity

Setting Clear Tasks for Team Members



Understanding

Ensuring a common Understanding of the Tasks



Sharing

Stimulating Information Sharing With Different Teams



Setting Roles

Defining Clear Roles of What is Expected of Team Members



Outcome Focused

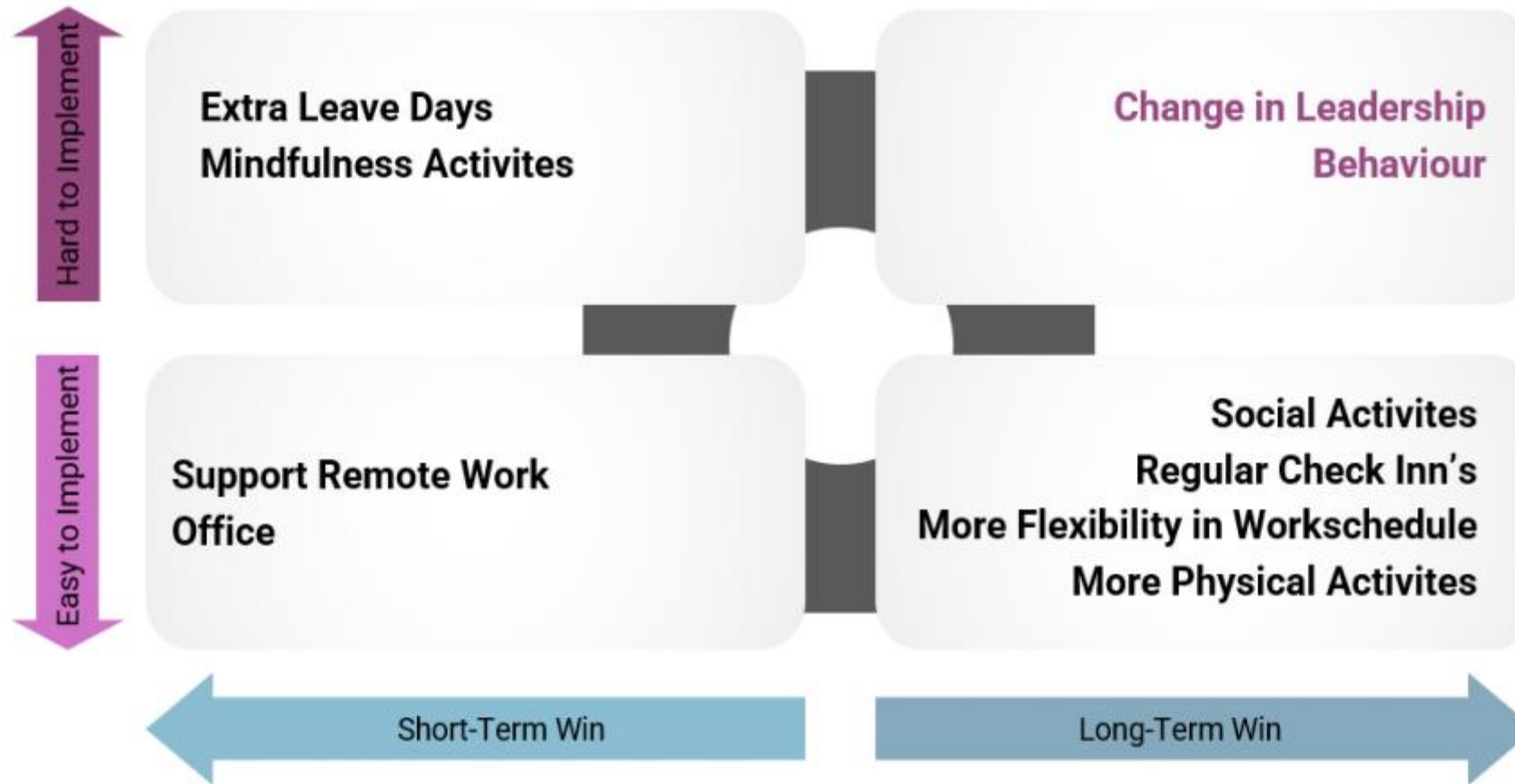
Focus on Outcomes & Deliverables Rather than Team Members' Activities



Setting Goals

Setting Clear Goals for Teams

Matrix Implementation Recommendations



Hi Anja,
Enjoy your Learning Experience.

Resources and courses

EN



My Trainings

My Essentials

All your essential and mandatory trainings.

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Leadership Community

Learn and share with leaders.

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Onboarding

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Based on your role

Highlights for Sales



Identify Your Professional Strengths—and What ...

Course • 38 min

In the modern professional world you need to know how to rebound, seize opportunities, and take ...



Build Trust Across Cultures

Course • 42 min

Trust forms the basis of good collaborations in a multicultural team, but differing backgrounds ...

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Your learning place as a salesperson

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Leadership Community

Learn and share with leaders.

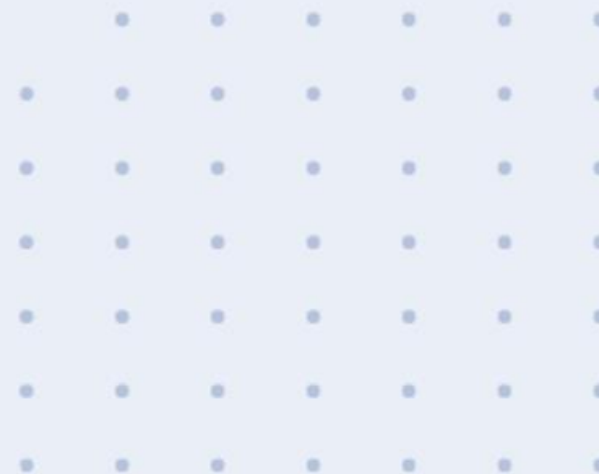
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Onboarding

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Go further



Forge a Path to Leadership Excellence

Course • 46 min

All leaders give orders and make decisions. But what does it take to go beyond that, to engage ...



Deal with Others' Emotions

Course • 43 min

What do you do when someone else is angry? Sad? Annoyed? And can you even be sure that you ...



Put People First

Course • 30 min

The hard numbers, strategic plans, systems, hardware, and facilities don't mean a thing without ...



Provide the Right Support in Each Stage of ...

Course • 25 min

Teams go through the different stages of development as they work together, and each stage ...

[See more](#)



Add a discussion



Discussion



Question



Praise



Poll



Evans, Adam

Jul 27 • Edited • @9

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UK Forum minute meetings from June are now available. Topics covered include Recreation days, leavers communications, and end of year reviews.

The next Forum ... see more



Forum Minutes 02 June 2021 (002).pdf

Yammer

Emonds, Anja | Sign out