

DEVELOP A STRATEGY FOR BETTER LEARNING IN THE FLOW OF WORK

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

Your learners are stretched thin – and many do not have the time or space required to effectively upskill and reskill themselves.

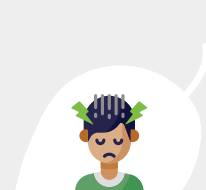
With the increasing rate of change in today's business world, employees need to be ...



WHAT IS LEARNING IN THE FLOW OF WORK?

LEARNING IN THE FLOW OF WORK

refers to easily accessing information or learning content at the time of need without disrupting your workflow.



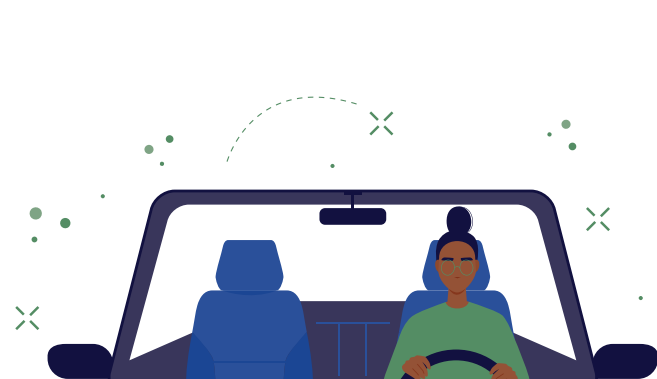
Learning in the flow of work acknowledges the modern reality that learners **don't have the time or bandwidth** to pause their jobs to engage in formal classroom training.



Today's learners need **accessible content** to solve their immediate problems.

Here are some tips to consider as your organization begins (or continues) to embrace in-the-flow learning.

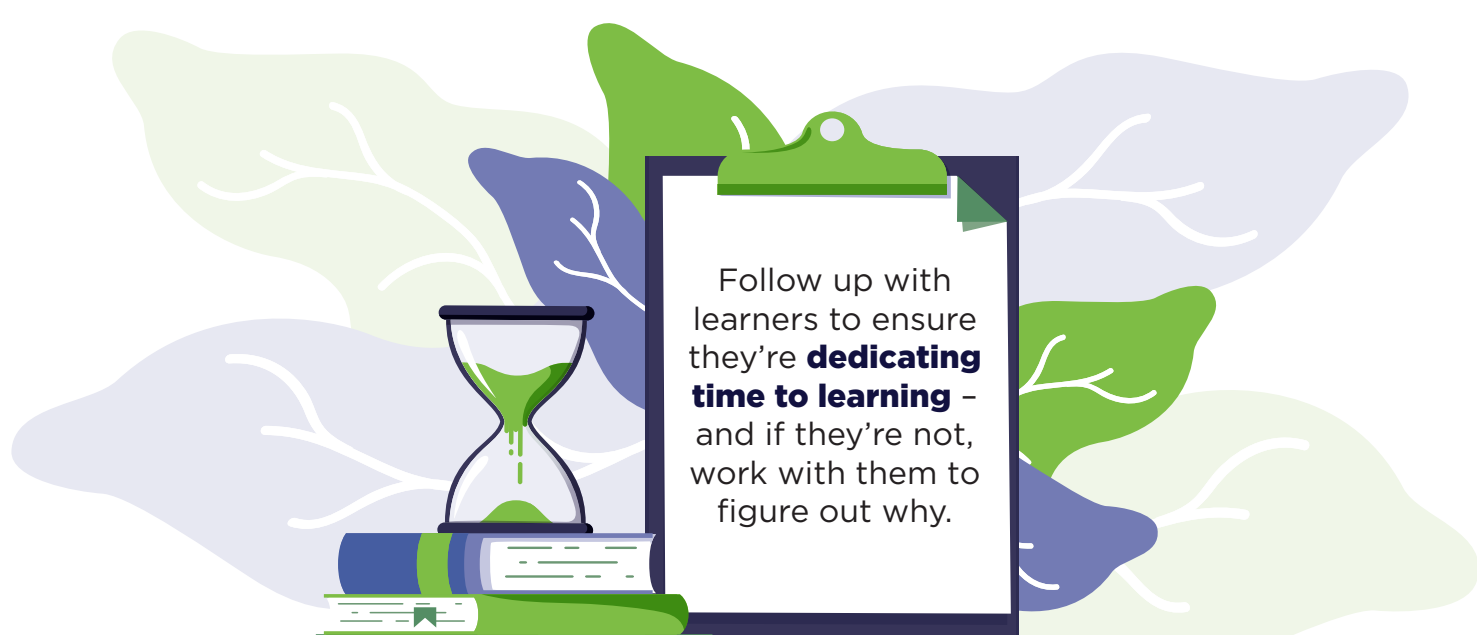
BUILD A CULTURE OF LEARNING



Empower your learners to [take control of their learning](#). Make sure they know that they're in the driver's seat when it comes to navigating their learning journey.



Managers must work with their employees to **identify skills gaps** and **appropriate learning solutions**.



Follow up with learners to ensure they're **dedicating time to learning** – and if they're not, work with them to figure out why.

OFFER A VARIETY OF MODALITIES

Without engagement, learning will not be effective. When training is delivered using a variety of modalities, learners are more likely to receive training in a [preferred method](#) – increasing engagement and training effectiveness.

Learning in the flow of work can include:



VIDEO



MOBILE LEARNING



JOB AIDS



CHECKLISTS



TUTORIALS



HOW-TO GUIDES

EMBRACE MICROLEARNING



Keep your training materials concise.

Develop them to solve a specific problem from the outset.



Break your training down into bite-size pieces.

Deliver them in focused bursts.



Keep the content simple.

Give your learners only what they need. For example, a glossary entry should contain only the information necessary to define a given word.



Use social learning.

Your learners spend a lot of time collaborating in your company's messaging platform. Set up dedicated learning channels where they can share tips, tricks or problems.

GO WITH THE FLOW



While traditional classroom training will always have a valuable place in the L&D arsenal, learning in the flow of work is essential to **meet the everyday challenges of employees**. The above tips can help learning leaders equip employees with the tools they need to positively impact the bottom line.

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