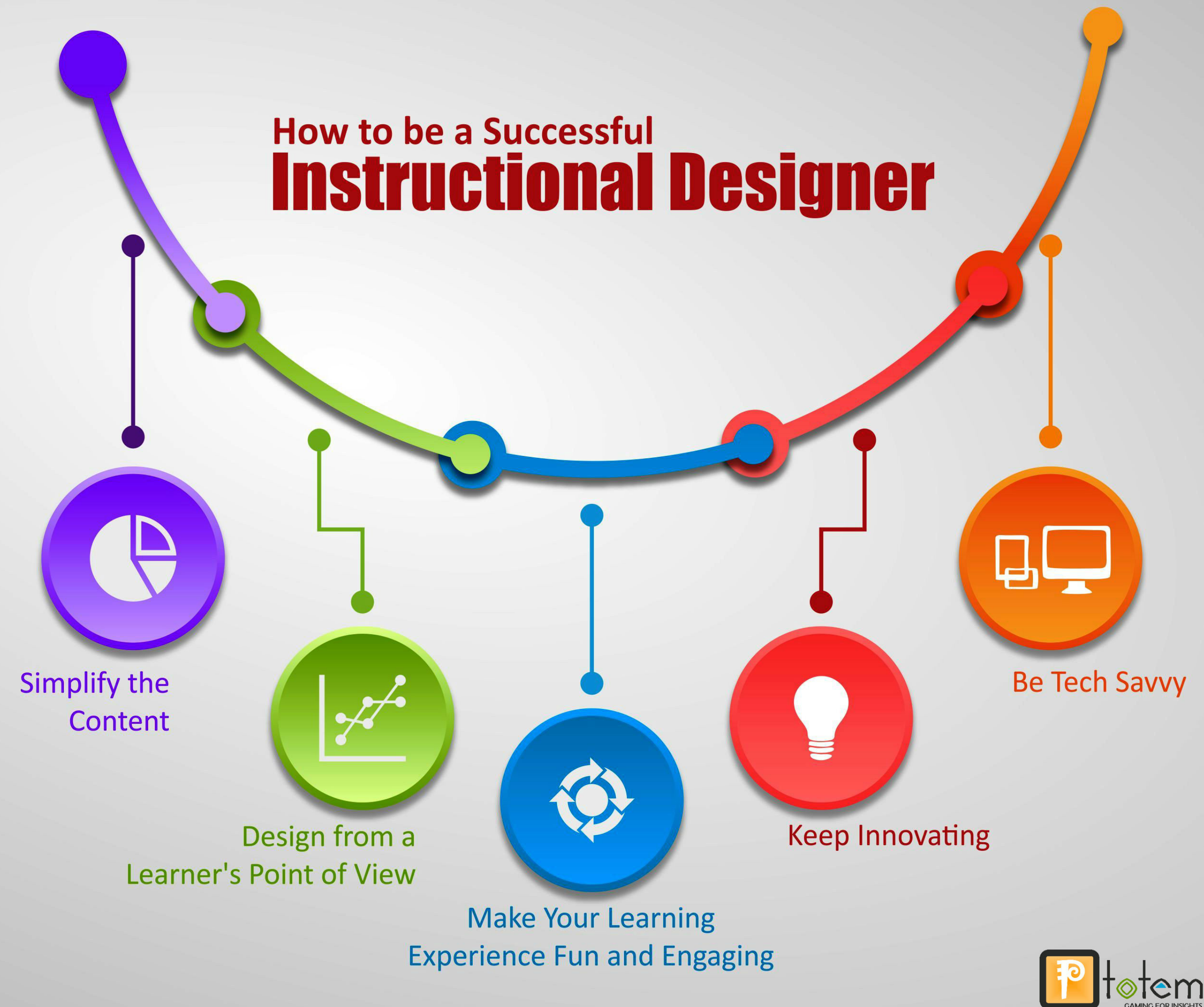


SuccessFactors LMS - Processes and Learnings

What is good content for eLearning and how to define the scope of delivery.

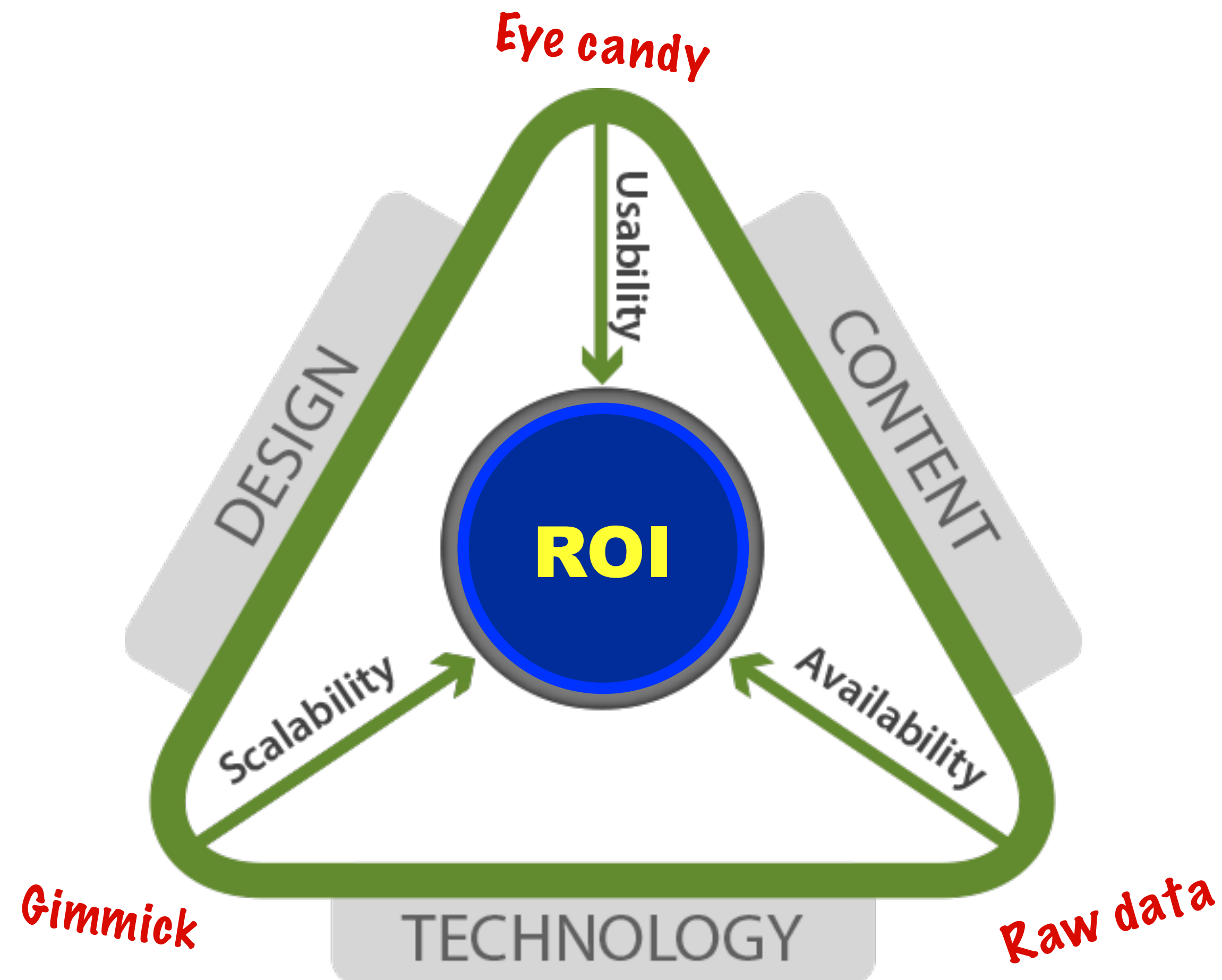
Compass

- Identify the desired results
- Determine acceptable evidence of learning
- Design Learning experience and Instructions
- Have a Blended Learning Strategy (AR/VR, Social Learning, etc.)
- Focus on learner not the technology

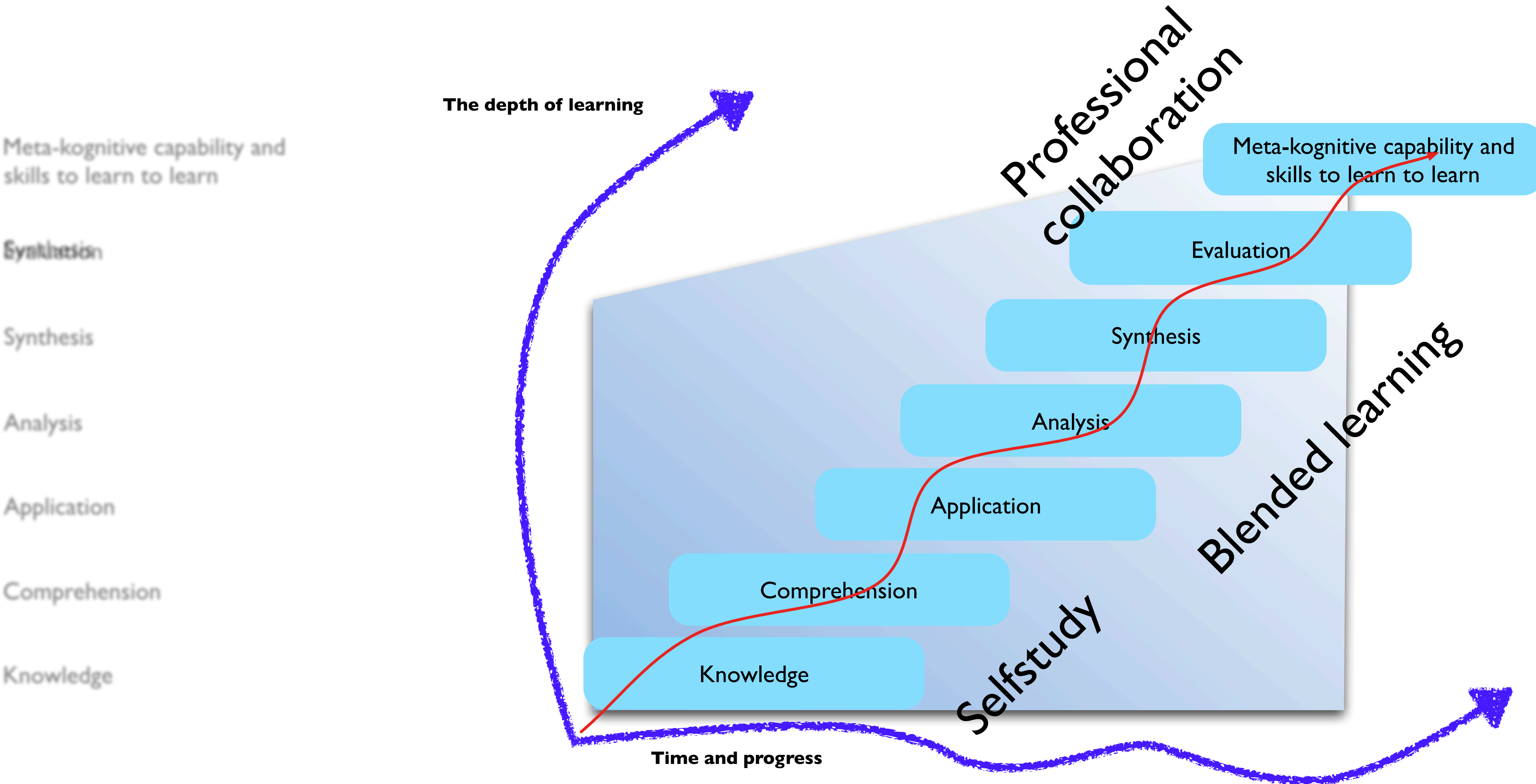


Balanced Digital Learning Pyramid

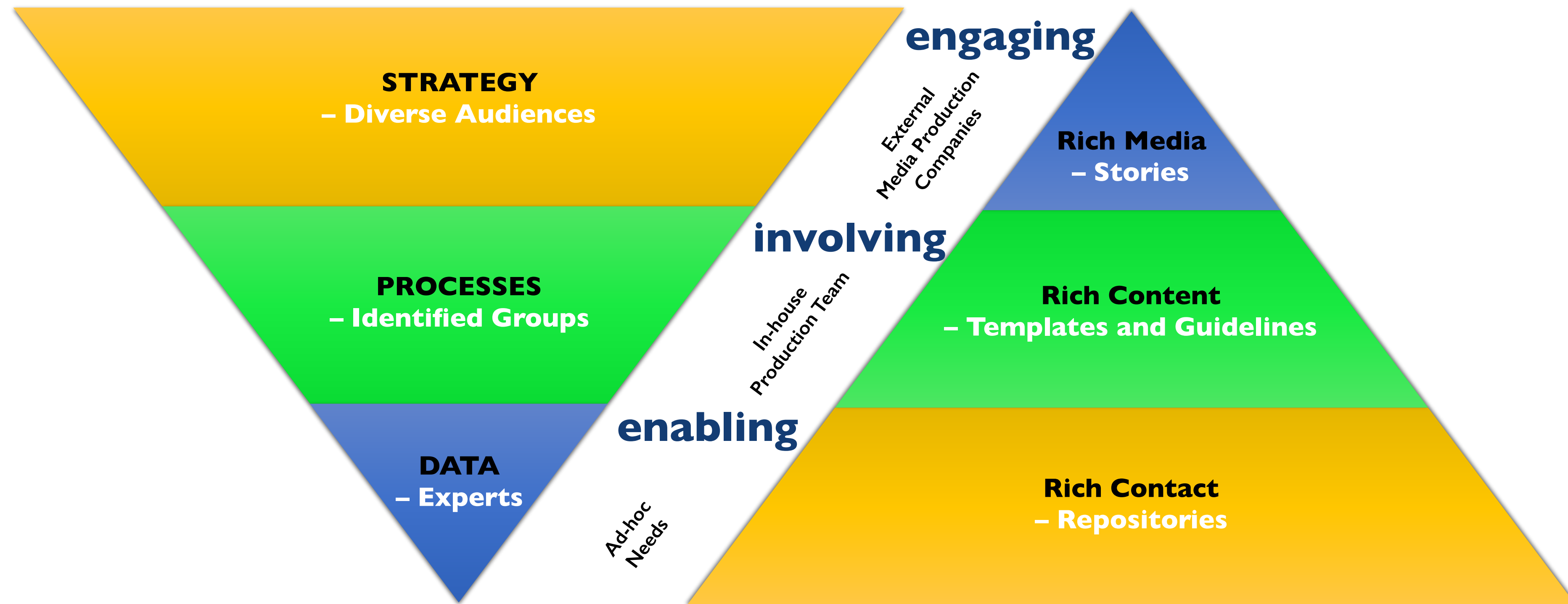
ROI



Bloom's taxonomy re-visited in e-learning context



Triangles of Delivery



From Idea to Delivery

Design

Listen + Imagine

Structure + focus
on desired
outcomes

Organise + check
validity

- **Concept**
- **Instructional design**
- **Content**

Production

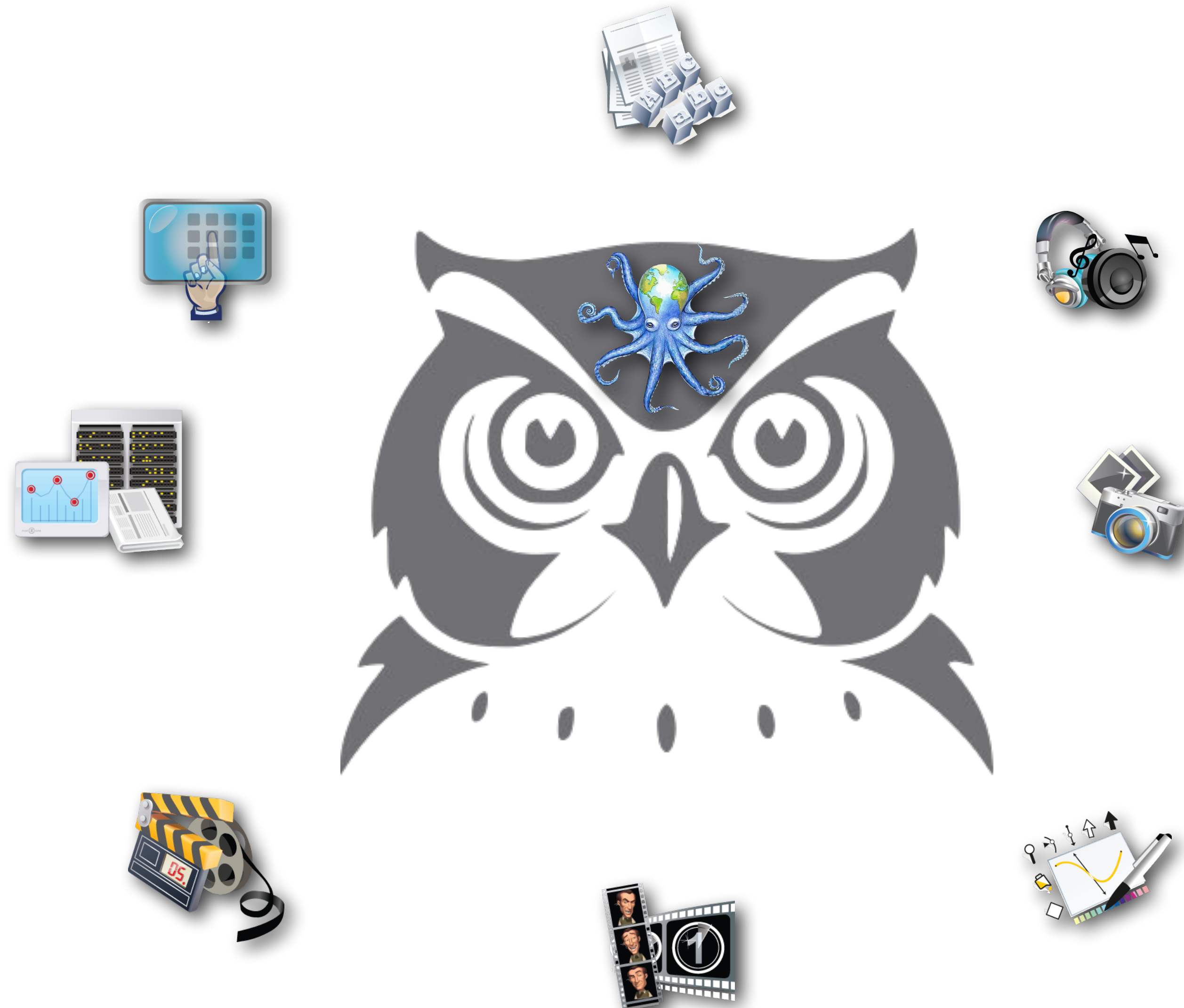
Plan from the
delivery

- **Time**
- **Money**
- **Resources**

Always include
also opportunity
costs

Follow the Critical
Chain to allocate
resources right

Production Wisdom: where's the beef

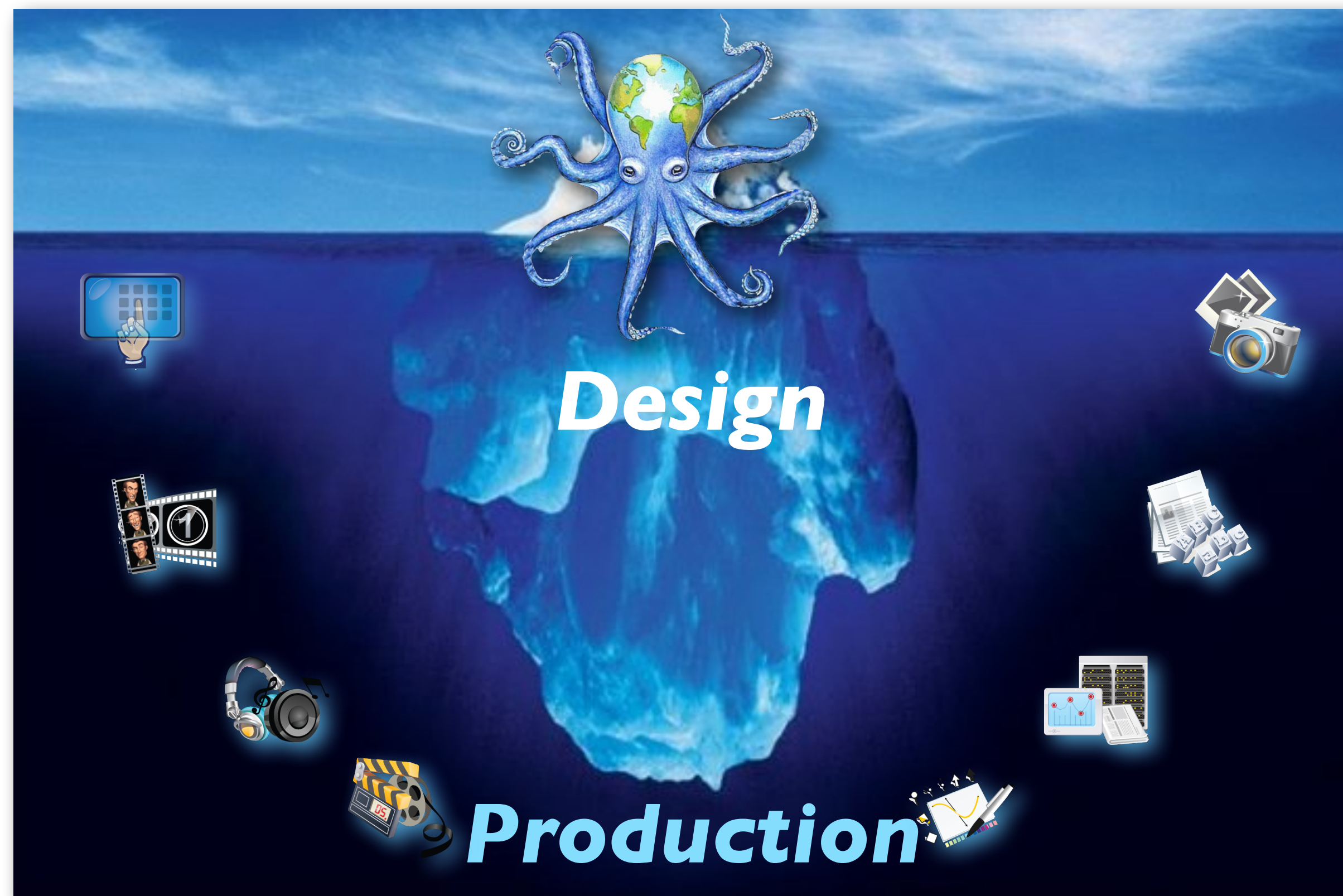


Production Wisdom: where's the beef

Learning Experience

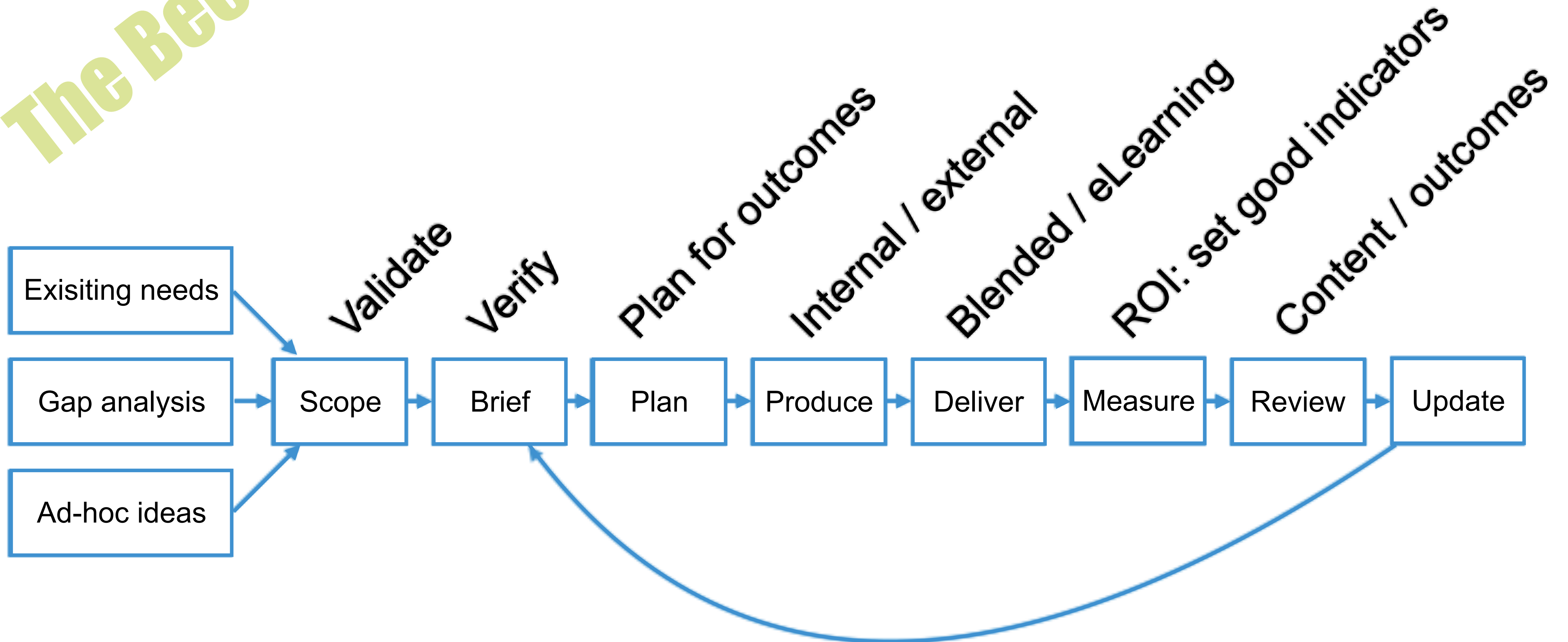


Production Wisdom: where's the beef



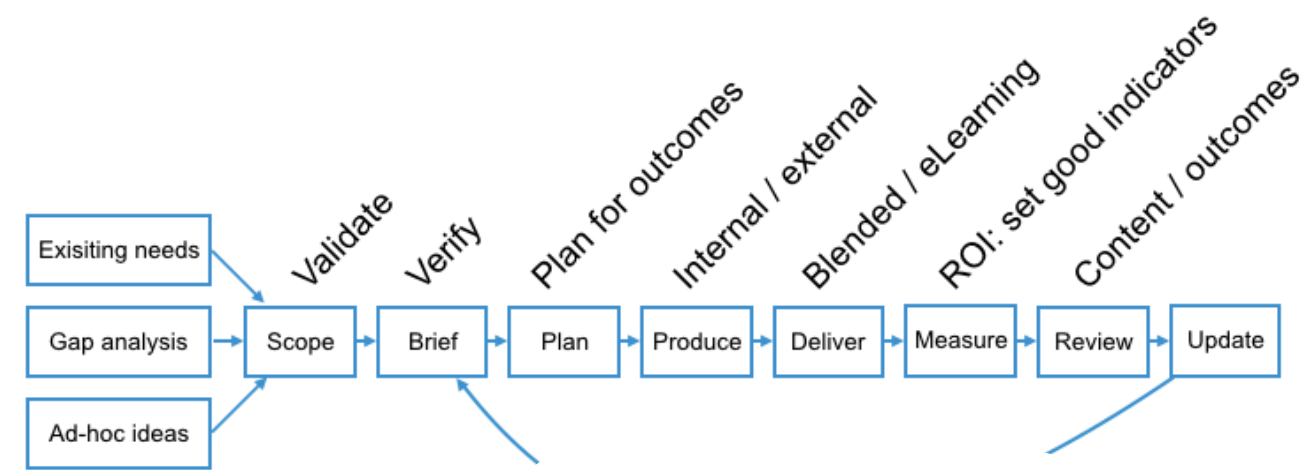
The Beef

Define your process – and stick to it!



The Beef

Define your process – and stick to it!



Get your Instructional Design Signed Off before any production begins!

Minor Changes

Alpha

Test the flow and fix the content

No Changes

Beta

Test the interactions and fix details

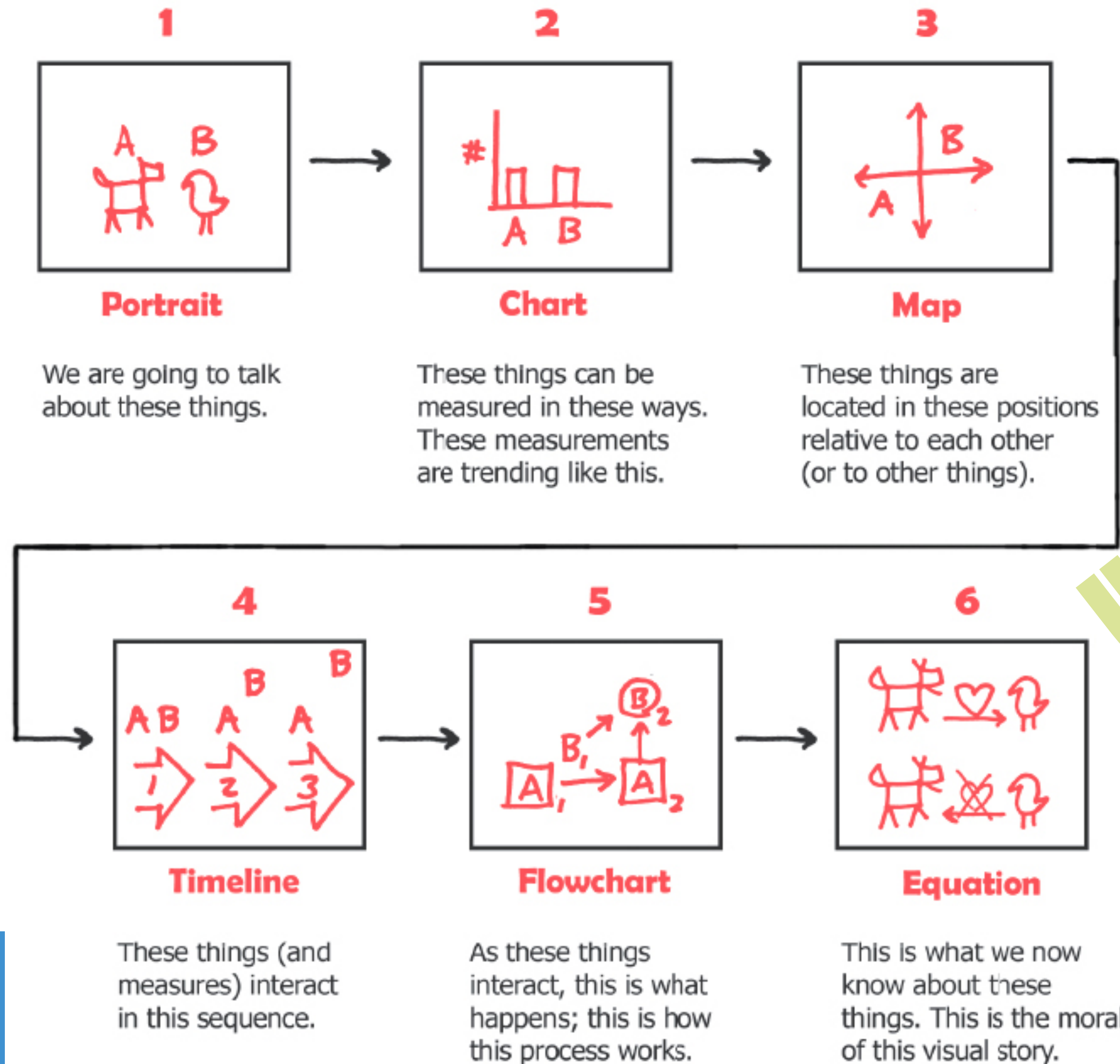
Delivery

Final

Final sign-off

Prepare the delivery, reviews and updates based on outcomes and feedbacks.

The Ideal Six-Picture Storyline:

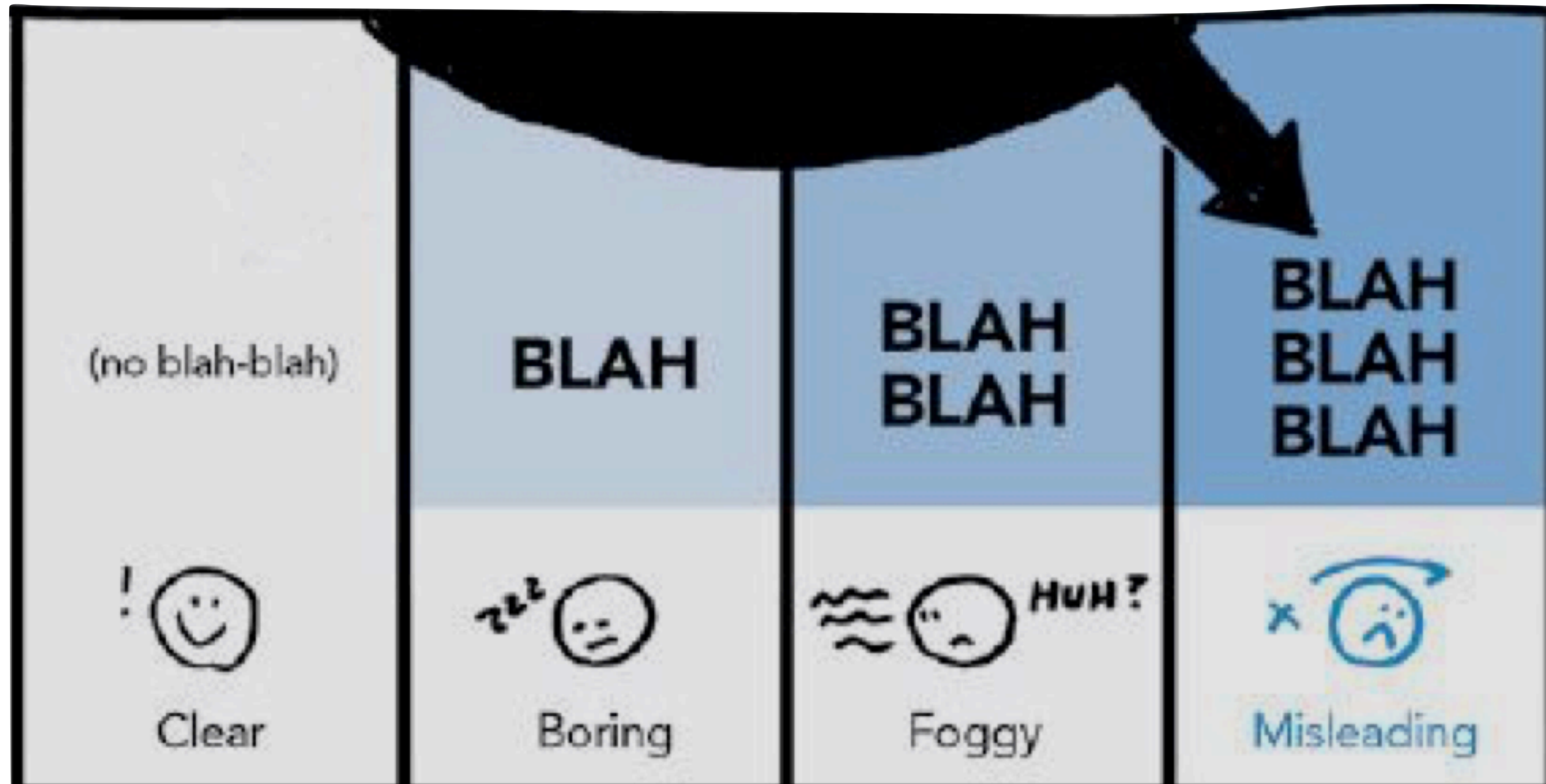


source: Dan Roam

The Blah-Blahmeter

Be afraid of Blah

The message is:



source: Dan Roam

One more thing



Thank You!

