401 Learning by Practice: Microlearning with Immediate Application

Diane Elkins
Artisan E-Learning
Why microlearning?
I wish I could be back in the snow at home instead of here at Learning Solutions…

… said no one ever
I wish it took longer to learn this...

... said no one ever
I love sitting through what I don’t need to get to what I do need…

… said no one ever
I don’t have anything I could be doing for the next hour…

… said no one ever
I remember everything from the day-long training last year…

… said no one ever
Efficient = always good
Shorter = often good
How long should microlearning be?
According to the International Consortium for Microlearning Standards…

… said no one ever
We can’t make training longer than six minutes because people can’t pay attention longer than that...

... said no research ever
How long should microlearning be?

Exactly as long as it needs to be
What makes microlearning successful?

GOOD INSTRUCTIONAL DESIGN
What makes microlearning successful?
5-minute training that doesn’t accomplish its goal is a waste of 5 minutes.
Pryor+ 30 in 30

PDF Documents (10)
- How to Improve a Situation With an Upset Customer
- 8-Week Get Organized Diet
- 14 Things to Improve Your Customer Service in 5 Seconds
- Contingency Planning Worksheet
- Appropriate Interview Questions
- Project Definition Questions
- Project Evaluation Questions
- Time Tracking Log
- Upset Customers: Are You Ready?
- Tackle These 10 Time Wasters

Apply-It Tools (5)
- Paired Comparison
- Rocks, Pebbles, and Sand
- Decision Matrix
- How Much Does Your Meeting Cost?
- Work Life Balance Tool

Branching Scenarios (2)
- Helping Others Solve Problems
- Providing Feedback

Template-Based Games (4)
- Microsoft Word Keyboard Shortcuts
- Finance Vocabulary
- Microsoft Excel Keyboard Shortcuts
- Grammar Shootout

Simple Infographics (4)
- Workplace Discrimination and Harassment
- Do You Need a Meeting?
- Presentation Room Set Up
- 5 Common Safety Hazards in the Office

Skills and Drills (4)
- Sentence Construction
- Commonly Misused Words
- Using Active Voice
- Using Numbers in Sentences

Interactive Infographic (1)
- Email Etiquette
What's the problem?

What SKILL or MINDSET will get them there?

What's happening on some Tuesday in:

NOVEMBER

How to Design a Microlesson...

What do they need MOST?

- Presentation
- Memorization
- Practice
- Personalization
- Mastery

What does the DREAM STATE look like?

What FORMAT is best?

- Video
- Animation
- Game
- Scenario
- Infographic
- Screencast
- Simulation
- Job Aid
- Practice

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What’s the problem?

**People are spending too much time in meetings and can’t get any “real” work done!**

Mindset: Realize how much time/money is being wasted in bad meetings.

Joe, a manager with six employees

NOVEMBER

Joe’s employees have a ton of work to do but are stuck in a staff meeting wondering why they are there as they go around the table and everyone explains what they are working on.

Mtrs respect people’s time and think about the impact on attendees when deciding to have a meeting, what to do in the meeting, and how long it will be.

What FORMAT is best?

- Video
- Job Aid
- Animation
- Practice
- Game
- Scenario
- Meeting calculator
- Infographic
- Screencast
- Simulation

DO: Be specific and narrow your focus.

How to Design a Microlesson...

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DON’T: Be general and cover everything.

How to Design a Microlesson...

What’s happening on some Tuesday in:

NOVEMBER

In boring meetings

What’s the problem?

What’s the problem?

Get better at meetings

What do they need MOST?

Memorization

Motivation

Mastery

Presentation

Practice

What SKILL or MINDSET will get them there?

What FORMAT is best?

Video

Animation

Game

Scenario

Infographic

Screencast

Simulation

Job Aid

Practice

Fewer meetings/ better meetings

How to Design a Microlesson…

In boring meetings

Get better at meetings

What do they need MOST?

Memorization

Motivation

Mastery

Presentation

Practice

What SKILL or MINDSET will get them there?

What’s the problem?

What FORMAT is best?

Video

Animation

Game

Scenario

Infographic

Screencast

Simulation

Job Aid

Practice
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<td>Diane Elkins <a href="mailto:diane@artisanelearning.com">diane@artisanelearning.com</a> @dpelkins</td>
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