Next-Generation Corporate Learning Technologies Training Course

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Geneva

5900 € (Per Person)

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Course Introduction / Overview:

The landscape of workplace learning is undergoing a seismic shift, moving away from traditional, one-size-fits-all training towards dynamic, personalized, and technology-driven experiences. This course is meticulously designed to navigate this new terrain, equipping professionals with the strategic foresight and practical skills to leverage next-generation learning technologies. We will explore the core principles of modern corporate education, moving beyond the buzzwords to understand the real-world application of Artificial Intelligence, Virtual Reality, and advanced learning analytics. Drawing on the forward-thinking concepts of experts like Jane Hart, a notable advocate for modern workplace learning, we delve into how to create a truly effective learning ecosystem. This program, offered by BIG BEN Training Center, provides a comprehensive roadmap for designing, implementing, and measuring the impact of innovative learning solutions. Participants will learn to build a culture of continuous development that not only closes skill gaps but also drives organizational growth and employee engagement in the digital age. This is not just a course about tools; it is a strategic masterclass in architecting the future of learning within your organization.

Target Audience / This training course is suitable for:

- Learning and Development (L&D) Managers and Specialists.
- Human Resources (HR) Directors and Business Partners.
- Corporate Trainers and Facilitators.
- Instructional Designers and Curriculum Developers.
- Talent Management and Organizational Development Professionals.
- IT Professionals involved in implementing learning systems.
- Department Heads and Team Leaders responsible for employee upskilling.

Target Sectors and Industries:

- Information Technology and Telecommunications.
- Healthcare and Pharmaceuticals.
- Banking, Finance, and Insurance.
- Manufacturing and Engineering.
- Consulting and Professional Services.
- Retail and E-commerce.
- Government Agencies and Public Sector Organizations.
- Education and E-Learning Providers.

Target Organizations Departments:

- Human Resources.
- Learning and Development.
- Training and Employee Development.
- Talent Management.
- Organizational Development.
- Information Technology.
- Operations Management.

Course Offerings:

By the end of this course, the participants will have able to:

- Analyze the key trends shaping the future of workplace learning and technology.
- Evaluate the suitability of emerging technologies like AI, VR, and AR for specific training needs.
- Design and implement effective microlearning and gamification strategies to boost engagement.
- Develop personalized learning paths that cater to individual employee skills and career goals.
- Utilize learning analytics and data to measure the effectiveness and ROI of training initiatives.
- Create a cohesive learning ecosystem by integrating various platforms like LMS and LXP.
- Formulate a future-proof L&D strategy that aligns with organizational objectives.
- Lead digital transformation initiatives within their learning and development functions.

Course Methodology:

This training course employs a highly interactive and applied learning methodology to ensure participants can translate theory into practice. At BIG BEN Training Center, we believe in learning by doing. The program is built around a blend of expert-led presentations, real-world case study analyses of companies successfully implementing next-generation learning tech, and collaborative group workshops. Participants will engage in hands-on activities, such as designing a microlearning module, mapping a personalized learning journey, and interpreting sample learning analytics dashboards. Interactive sessions, peer-to-peer discussions, and problem-solving scenarios will foster a dynamic learning environment where ideas are shared and challenged. The methodology emphasizes practical application, with continuous feedback from the instructor to guide skill development. Our goal is to move beyond passive listening, empowering participants with the confidence and competence to lead technological innovation in their own workplace learning environments immediately upon completion of the course.

Course Agenda (Course Units):

Unit One: The Evolution of Workplace Learning

- The shift from traditional training to continuous learning.
- Understanding the modern learner's needs and expectations.
- Core components of a modern learning ecosystem.
- Comparing Learning Management Systems (LMS) and Learning Experience Platforms (LXP).
- The role of technology in enabling a culture of learning.
- Introduction to key concepts: upskilling, reskilling, and new-skilling.
- Aligning L&D strategy with overall business objectives.

Unit Two: Immersive Learning Technologies: VR and AR

- Introduction to Virtual Reality (VR), Augmented Reality (AR), and Mixed Reality (MR).
- Practical applications of VR for simulations and high-risk skills training.
- Using AR for on-the-job performance support and interactive learning.
- Key considerations for developing and deploying immersive learning content.
- Evaluating the hardware and software landscape for VR and AR.
- Measuring the return on investment (ROI) for immersive technologies.
- Case studies of successful VR and AR implementation in corporate training.

Unit Three: AI, Personalization, and Adaptive Learning

- The role of Artificial Intelligence (AI) in revolutionizing L&D.
- Using AI for automated content curation and recommendation engines.
- Developing personalized and adaptive learning paths for employees.
- Leveraging AI-powered chatbots for learning support and reinforcement.
- Ethical considerations and data privacy in AI-driven learning.
- Machine learning applications for predictive skills gap analysis.
- Future trends in AI and its impact on corporate education.

Unit Four: Microlearning, Gamification, and Social Learning

- Principles of effective microlearning design and delivery.
- Creating engaging, bite-sized learning content for maximum retention.
- Applying gamification mechanics to motivate learners and drive participation.
- Designing leaderboards, badges, and rewards systems that work.
- Leveraging social learning platforms to foster collaboration and knowledge sharing.
- Building and managing online communities of practice.
- Integrating microlearning and social elements into a blended learning strategy.

Unit Five: Learning Analytics and Future-Ready L&D Strategy

- Introduction to learning analytics and the Experience API (xAPI).
- Moving beyond completion rates: measuring true learning impact.
- Using data to make informed decisions and optimize training programs.
- Creating data dashboards to visualize learning and performance metrics.
- Connecting learning outcomes to key business performance indicators.
- Developing a comprehensive, future-focused L&D technology roadmap.
- Final project: Creating a strategic plan for implementing a new learning technology.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

As learning technologies become more personalized and data-driven, what are the ethical considerations for organizations in balancing employee development with data privacy?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by focusing on the strategic integration of technology rather than simply showcasing a list of new tools. While many programs concentrate on the "what," we emphasize the "how" and "why," providing a robust framework for making informed decisions that align with specific organizational goals. We move beyond theoretical discussions by incorporating practical, hands-on workshops where participants actively design learning interventions using modern principles. The curriculum is built on a foundation of proven pedagogical strategies, ensuring that technology serves as an enabler of effective learning, not a distraction. Furthermore, the course places a strong emphasis on measurement and analytics, equipping participants with the skills to demonstrate the tangible business impact and ROI of their L&D initiatives. It offers a holistic perspective, teaching participants how to build a cohesive and sustainable learning ecosystem that fosters a genuine culture of continuous improvement, preparing them not just for current trends but for the future evolution of workplace learning.