

Meeting New Expectations for Immediate Learning



David Wentworth
Principal Analyst
Brandon Hall Group



Tim Duranleau
VP, Marketing
Litmos

Sponsored by:



Litmos
by CallidusCloud

Thank You To Our Sponsor!



Litmos
by CallidusCloud



Litmos
by CallidusCloud

**LEARNING.
ACCELERATED.**

Litmos is accelerating...




EMPLOYEE PERFORMANCE



RISK REDUCTION



CHANNEL PERFORMANCE



CUSTOMER SUCCESS



SECURE ENTERPRISE

The Continuous Learning Suite



Customer training



Partner Training



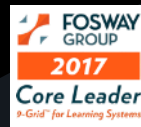
Employee Development



Compliance Training



Awards & Recognition



HCM Research and Advisory Firm

FOUNDED IN 1993

Community of 300,000+

10,000 Global Clients

Leading Independent HCM
Research & Analyst Firm

Publishing 2+ Pieces of
Research Each Day



Sample of Our Clients



How We Help You



Learning
& Development



Talent
Management



Leadership
Development



Talent
Acquisition



Workforce
Management



MEMBERSHIP



**STRATEGIC
CONSULTING**



**EXCELLENCE
AWARDS**



**PROFESSIONAL
DEVELOPMENT**



Open Surveys

- Learning Management Technology
- Talent Technology
- Career Development
- Workforce Management Technology

Visit www.brandonhall.com click **Open Surveys**

If you would like to join a panel of survey takers, please contact us at success@brandonhall.com



How to Ask Questions



- Submit your *questions* or *comments* about the discussion to our presenters using the **Questions** tab on your control panel.
- Presentation *slides* and *giveaways* can be found in the **Handouts** tab on your control panel.

Recording & Slides will also be sent out after the webinar.

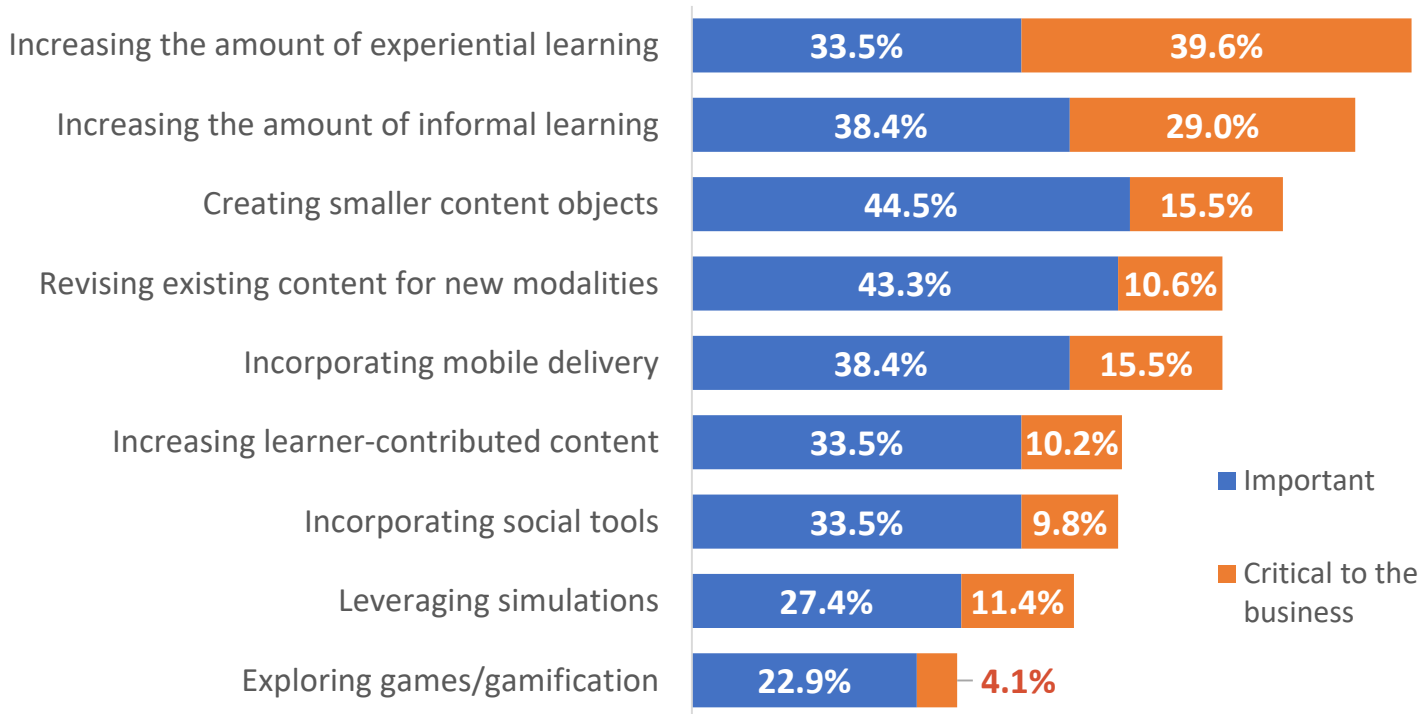
Poll Question

Do your learning programs include any of the following?

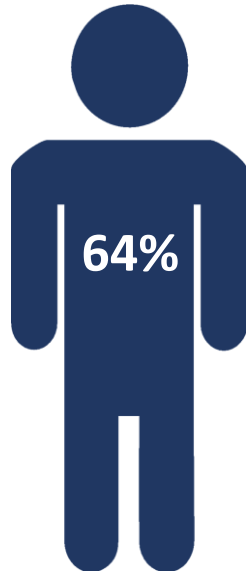
- Instructor led training
- eLearning modules
- Mobile access
- Social/collaborative tools
- Games/simulations

Evolving Technology Landscape

Learning Priorities



Brandon Hall Group 2018 Learning Strategy Survey (n=333)



Weekly, daily, or more often

How often would you expect your individual contributor population, on average, to need to connect with learning resources to effectively perform their job?

Source: 2018 Brandon Hall Group Learning Strategy Survey

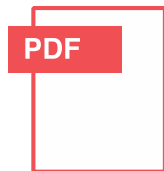
What Learners Say

Online videos	78.2%
In-person classroom	70.9%
Traditional eLearning	58.3%
Coaching/mentoring	52.8%
Virtual classroom	47.2%
Off-site programs	40.9%
On the job exercises	37.1%
Degree or certification programs	27.0%
Games/learning simulations (in-person)	11.4%
Delivery to mobile devices	9.8%
Enterprise social learning application	7.8%
Games/learning simulations (online)	6.1%

Access to information
is the number one
thing learners want
from technology

Lots of Legacy Formats

In what formats does your content currently exist?



PDF/text
86%



PowerPoint Slideshow
(Storyline, Captivate,
etc.)
92%



Video
84%



Simulation
40%



Games
25%

Learning's New DNA

- **Contextual**
 - Role
 - Location
 - Development path
- **Small**
 - Short videos
 - Quick updates
- **Informal**
 - Everyday
 - Ad hoc
- **Mobile**
 - Down time
 - Moment of need
- **Social**
 - Discussions
 - Recommendations



Why Does it Matter?

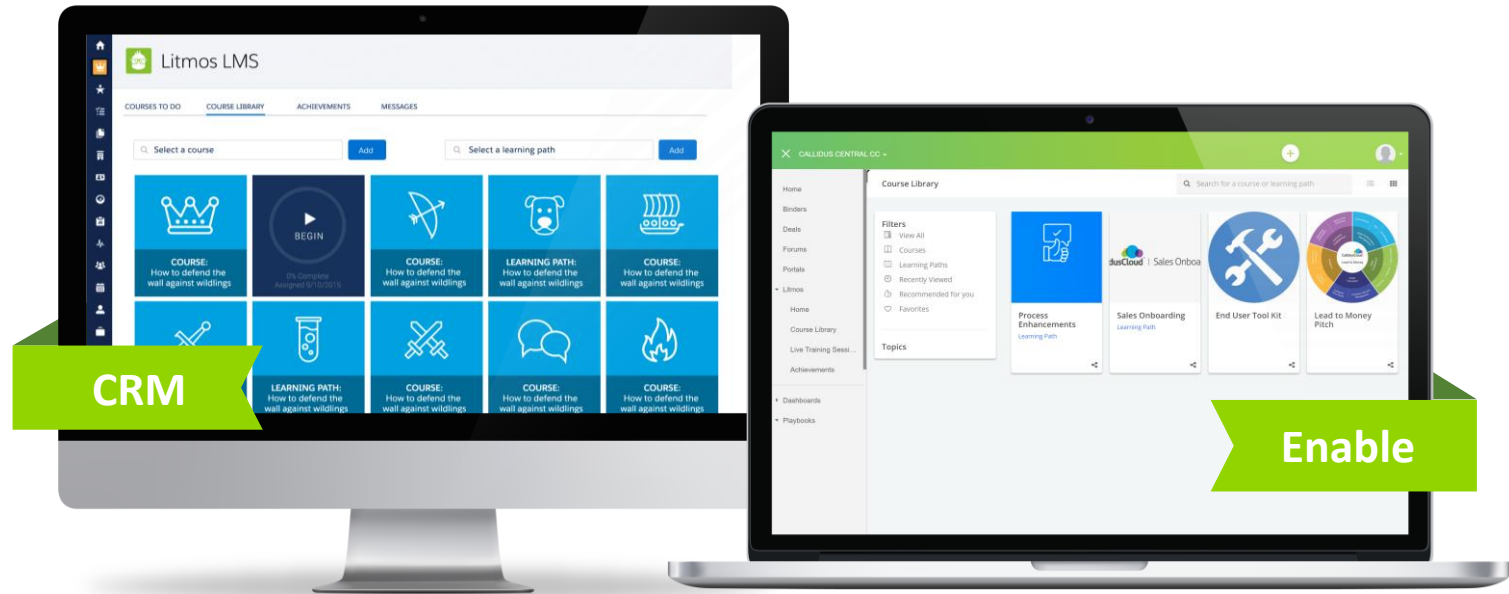
- Learners will only retain about 20% of a formal experience within a two weeks
- Employees are busier and more distracted than ever
- A mobile, dispersed workforce does not have time for event-based learning

There is No Not Knowing



There is No Not Knowing

How do we facilitate this within the enterprise?



What Do We Include?

- LMS
- Artificial Intelligence
- Content Management
- Coaching/Mentoring

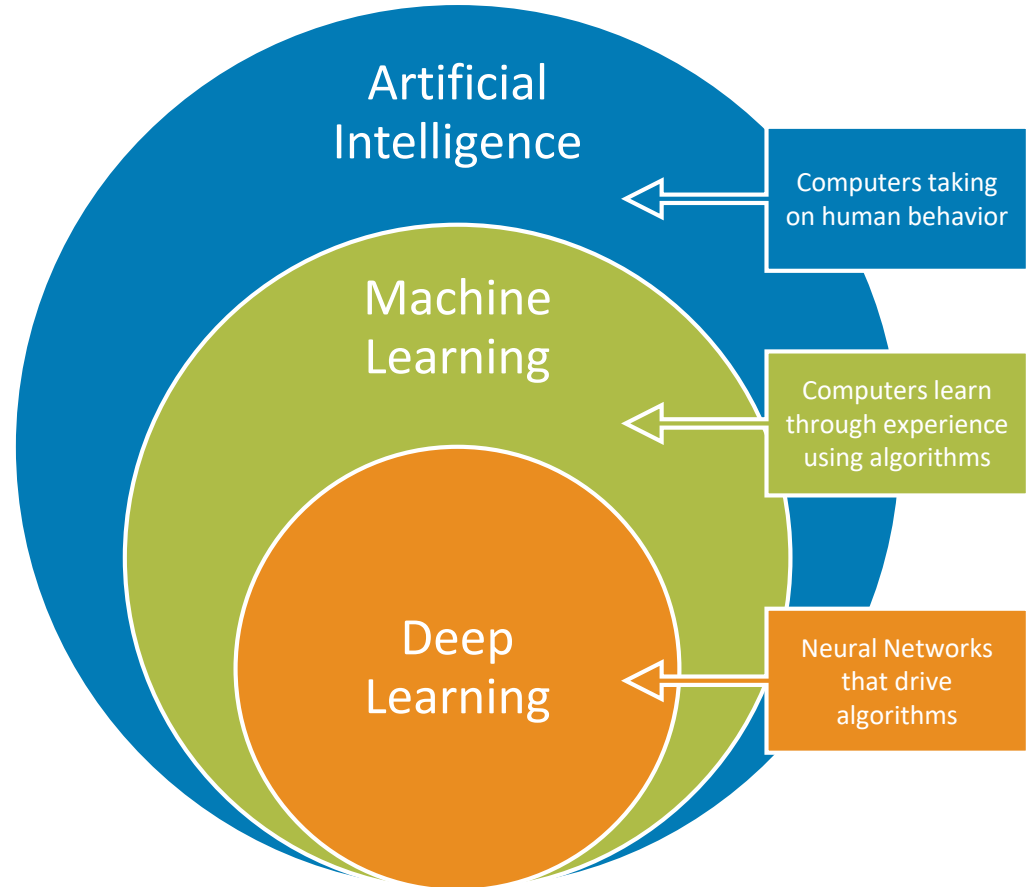
LMS

- Launch, track and measure learning
- Compliance
- Certification
- Governance



AI

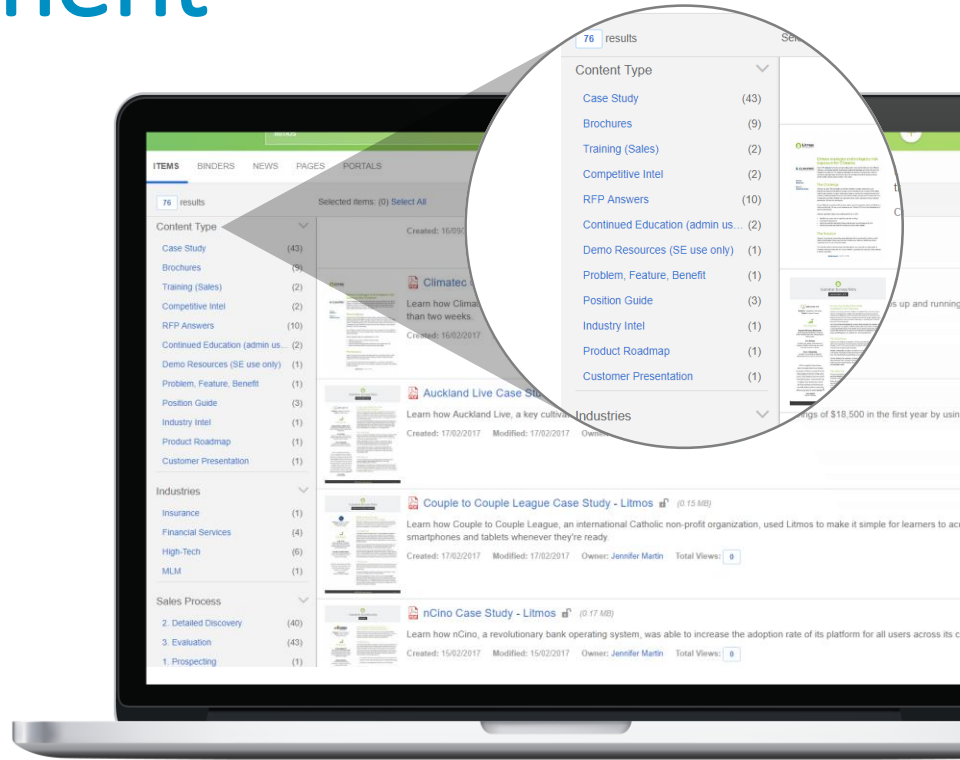
- Recommendations
- Personalization
- Content curation
- Learning path development
- Skill/Competency building
- Internal mobility



Content Management

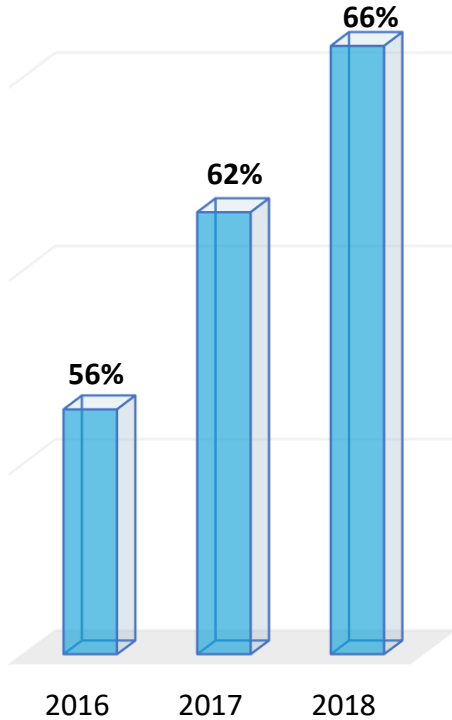
52%

of companies say their catalogue of eLearning courses needs significant or total improvement to become easy to navigate and work on multiple devices



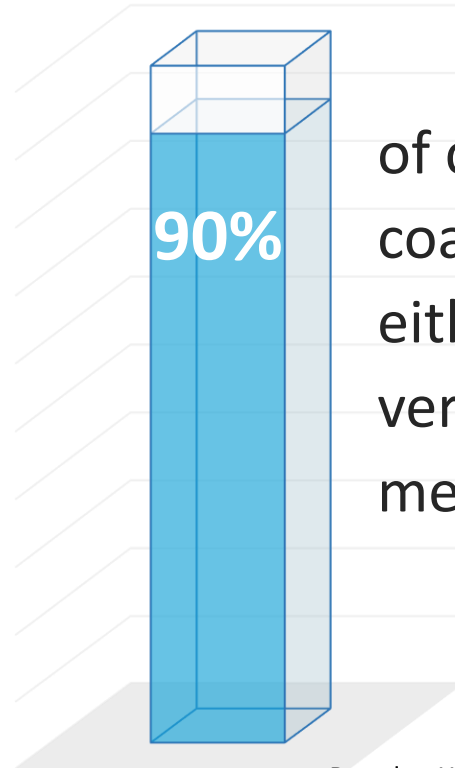
Brandon Hall Group 2017 Learning Content Survey

Coaching



Coaching has increased in importance over the years

Brandon Hall Group Annual HCM Outlook Survey



90% of companies say coaching/mentoring is either an effective or very effective learning method

Brandon Hall Group 2017 Training Benchmarking Survey

DELUXE



**Multiple vanilla
disparate systems**



**Learning, enablement,
playbooks, and process.**



**Rapid increase in
speed and
engagement**

Takeaways

- Technology is fundamentally changing the way we deliver learning
- The LMS is not dying, it is evolving
- Course and classes are not enough to meet the demands of the modern workforce
- Organizations must determine the technology mix that meets the needs of both the business and the learners
- Find solutions that fit your ideal learning environment, do not change the environment to fit the technology

QUESTIONS?



Thank you
for joining us today!



If you have any additional questions, please email us at success@brandonhall.com.

Learn More About Us

Products and services that we offer

How We Help You



Learning
& Development



Talent
Management



Leadership
Development



Talent
Acquisition



Workforce
Management



MEMBERSHIP



**STRATEGIC
CONSULTING**



**EXCELLENCE
AWARDS**



**PROFESSIONAL
DEVELOPMENT**

We Do This Through...

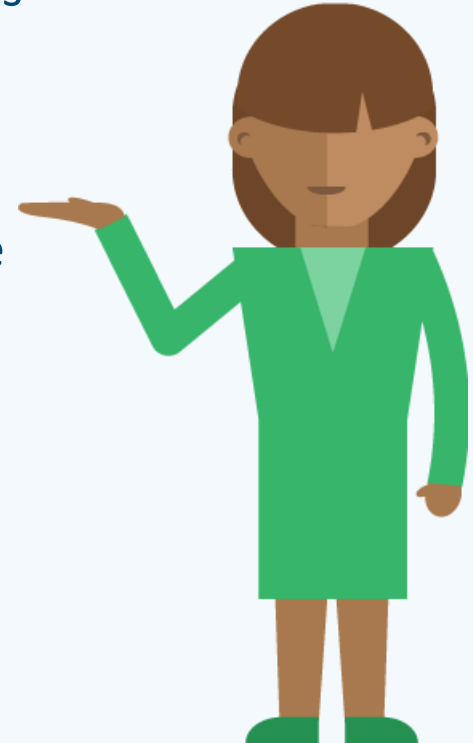
Research and Analysis that Define New HCM Standards

Success Stories from Global Organizations that Show those Standards in Action

Professional Development that Assesses Current State and Enables Innovation

Flexible Services to Design and Implement Transformative Solutions

Recognition that Validates the Transformation



Membership Offers Tailored Support

RESEARCH ACCESS & EVENTS

- Reports
- Case Studies, Frameworks & Tools
- DataNow® & TotalTech®
- Webinars and Research Spotlights
- Annual HCM Conference

ADVISORY SUPPORT

- Ask the Expert
- 1 on 1 Consultations
- Research Briefings
- Benchmarking

CLIENT SUCCESS PLAN

- Your Priorities
- Executive Sponsor
- Client Associate
- Monthly Meetings



To learn more about becoming a member or to sign up for a free trial, please email us at success@brandonhall.com

Strategic Consulting Offers Expert Solution Development

BENCHMARKING

- Competitive/Comparative
- Maturity Model
- Custom Research

STRATEGY

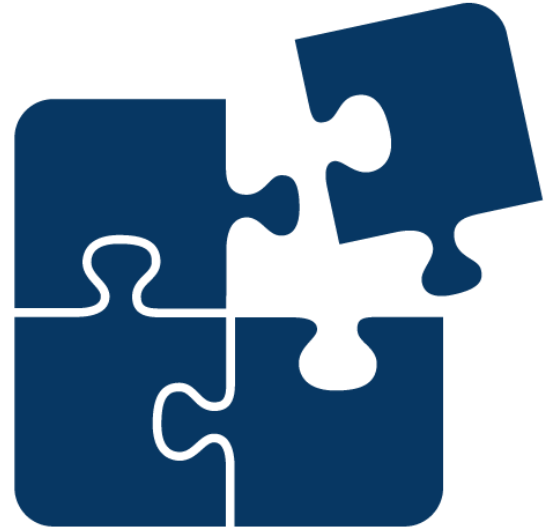
- Business Case
- Planning
- Organization & Governance

TECHNOLOGY SELECTION

- Vendor Selection
- Architecture Design
- Systems Evaluation

DEVELOPMENT & INTEGRATION

- Program Design
- Assessment
- Survey
- Process Integration



To learn more about consulting, please email us at success@brandonhall.com

Why Brandon Hall Group

1

We offer flexible, high-value memberships that offer everything you need at a cost you can afford.

2

Our research is better – more targeted, easily digestible, focused on business results, predictive, prescriptive.

3

Our solutions gets better results – research-driven, focused on the business, simple, targeted, flexible approach.

4

Our case studies are unique for their diversity and focus on business results.

5

Our professional development is practical, tailored to your needs, and equips you to take action.

What Our Clients Have to Say

Brandon Hall Group's Excellence Awards allows you to take a deeper dive and evaluate the programs that you've created at a level that you might not have the opportunity to do... They have always been a cornerstone for me.

- Katrina Williams, Director, Sales Capability
CDW

https://youtu.be/OgdA_tpM55U

What Our Clients Have to Say

I describe the attention and that customer service that I've experienced as being excellent. They are very attentive and wherever I need to be connected to whomever, they are there to help me.

- Joanne Veech, Global Talent Leader
PwC

<https://youtu.be/YkY-v8gfW5k>