

6 Keys to Training Modern Learners

Is your workplace learning strategy stuck in the past? Use this simple checklist to make sure your solution is meeting the needs of the modern learner.

Effective Learning Must Be...



Social

Provide opportunities for knowledge-sharing, discussion, feedback, and interaction to generate ideas and solve problems.



Experiential

Incorporate practice opportunities which authentically simulate the tasks and challenges learners face at work.



Sustained

Recognise that learning does not start or stop with the training. Build in opportunities for recall and application post-session.



Personalised

Consider the variations in each learners' context and background, allowing opportunities for tailoring content according to learner input.



Accessible

Use multiple modalities—live training, microlearning, Virtual Reality, gamification and more—to deliver content when and as needed.



Brain-friendly

Stay up-to-date: harness the insights of neurological research to maximise focus and attention, memory and retention, motivation and creativity.