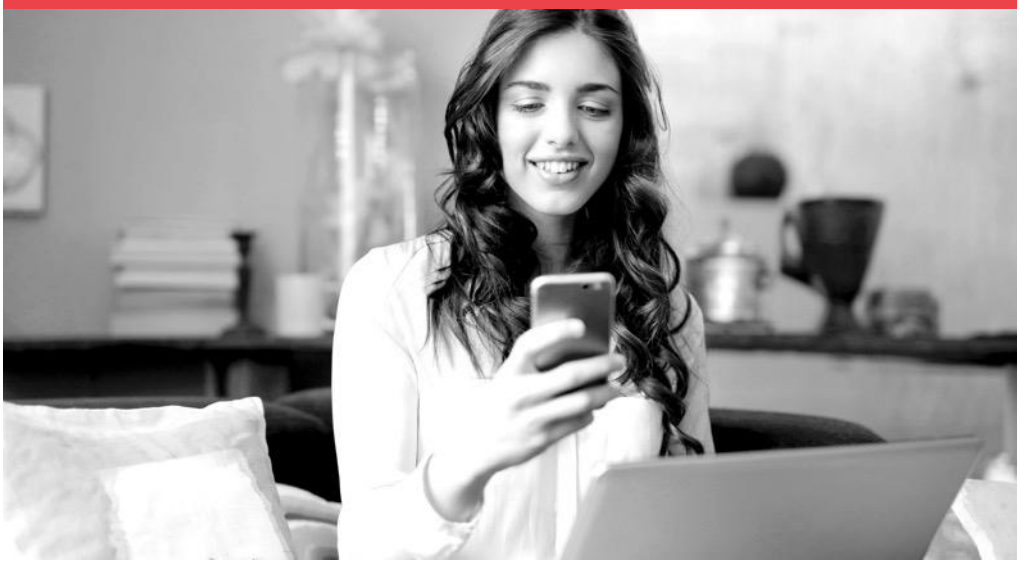
eidesign

Elevating Remote Learning Programs

How to Drive Continuous Learning Outside the Formal Training Environment



by Asha Pandey
Chief Learning Strategist, EI Design

About the Author

Asha Pandey is the Founder and Chief Learning Strategist at EI Design. She heads the organization's Solution Architecting and Innovation mandates. She brings in her experience of 19+ years to help EI Design customers transform their learning and keep pace with the changing workplace dynamics. She also heads EI Design's newly launched **Learning Consulting practice**.

A regular writer for various global Learning forums, Asha is one of the most recognized thought leaders in the industry. She also shares her insights regularly on a range of topics on her blog at https://www.eidesign.net/insights/.

Preface

A large percentage of L&D investments on training is spent on Formal Training. However, employees continue to learn on their own (Informal Learning) and they hardly turn toward Formal Training for learning opportunities. As a result, the gap between how employees learn and what L&D teams deliver continues to widen.

So, how can L&D teams address these challenges?

The answer lies in creating a connected learning solution where you support Formal Training with Informal Learning opportunities.

My eBook is designed to help you in this endeavor. In my eBook, I highlight the value of Informal Learning and when leveraged right, how it can help address remote learners' expectations – including learning in the flow of work and resources that are on demand and easily accessible.

I also showcase aspects that L&D teams can use – including how to leverage Social Learning, offer just-in-time learning/job aids, and what strategies they can adopt to sustain continuous learning.

Read on!

Table of Contents

Section 1 **Why Should Leaders and L&D Teams Care About Informal Learning**

Section 2 **How to Encourage Informal Learning in a Remote Working Environment**

Section 3 **How to Leverage On-demand Learning to Step Up the Application of Learning on the Job**

Section 4 **How to Leverage Social Learning to Support Remote Learning Programs**

Section 5 **How to Drive Just-in-time Learning with Performance Support Tools**

Section 6 **How to Build Employee Learning Habits and Drive Continuous Learning**

Section 1

Why Should Leaders and L&D Teams Care About Informal Learning

There's been a lot of discussion about Informal Learning over the years – what it is and isn't and its place in corporate training. As corporate training departments are scrambling to deal with the implications of a remote working environment, the importance of Informal Learning is again at the forefront.

Informal Learning differs from **Formal Learning** in the following ways:

- Formal Learning is usually mandated by an organization or regulations. It takes place in structured eLearning courses, face-to-face or virtual classrooms, or as a blend.
- Informal Learning, in contrast, happens organically. It is an extension of the way all of us have been learning informally since childhood. It is self-directed and self-motivated and is usually done in situ. It supports performance when it's needed.

Informal Learning provides significant benefits and value for individuals, teams, and corporations:

1. Informal Learning drives collaboration. Employees organically seek out and create bonds within and without teams, breaking down silos.

2. Within the intersection of creativity and collaboration is where innovation occurs.

3. Informal Learning is driven by the learners and is focused on exactly what they want, exactly when they need it.

4. Adults find more fulfillment and intrinsic rewards through Informal Learning.

5. Informal Learning tends to stick better. Learners create mental constructs within which new information is effectively stored in the long-term memory.

6. While it's often overlooked by corporate training teams because it's outside their control, Informal Learning doesn't require formal L&D direction, design, or development.

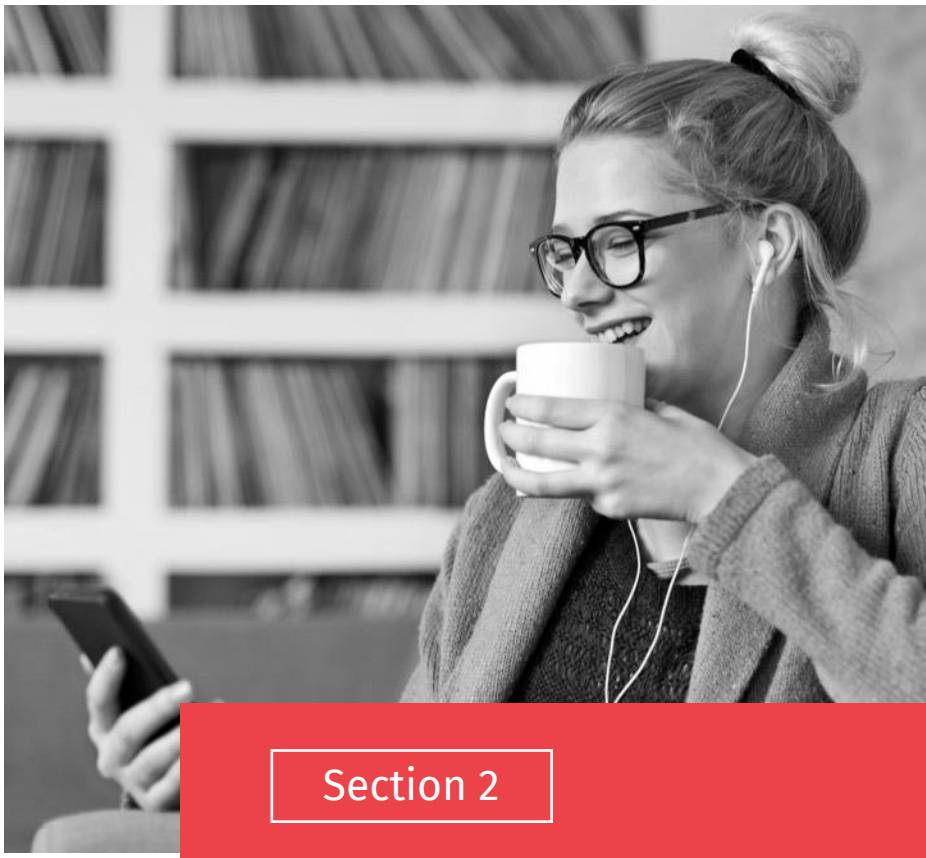
7. Organizations with a strong culture of learning benefit from greater creativity.

What are the challenges of promoting Informal Learning in a remote workplace?

Unfortunately, some L&D departments ignore Informal Learning because it's difficult to measure its impact.

Additionally, a remote working environment has accentuated information silos and scattered tacit organizational knowledge, increasing the risk that distributed teams aren't equipped to proactively share knowledge. Some workers, especially those who are used to traditional face-to-face communication, are more hesitant to remotely contact a coworker.

However, it's important that leaders and L&D departments acknowledge and face those challenges head-on.



Section 2

How to Encourage Informal Learning in a Remote Working Environment

There are several strategies that L&D departments can adopt to drive and support Informal Learning.

1. Peter Drucker, the famous management consultant, is credited with saying "Culture eats strategy for breakfast." Therefore, it's vital to create a culture of learning built on the foundation of autonomy, purpose, and mastery (explained by Daniel Pink in his book, "Drive"). Employees who find these three things at work will proactively seek Informal Learning.

    - Most people are driven to reach for a mastery of their profession.
    - Truly engaged employees find purpose in the work they do.
    - Many workers have a newly discovered sense of autonomy.

2. Create a digital Social Learning space where employees can ask questions, give feedback, and curate content and ideas.

    - Leaders should model constructive behavior by participating and encouraging others.
    - L&D departments can reward constructive behavior and participation.
    - Schedule focused chat and idea exchanges, leveraging things like hashtags.
    - Establish rules so employees refrain from typical social media behavior, like contentious arguments or banal conversations.

3. Provide semi-structured forums where co-workers can virtually mingle.

4. Create pre-course preparation materials like Interactive PDFs that summarize foundational information required for formal courses.

5. Leverage content that's been granularized into bite-sized pieces – otherwise known as Microlearning.

6. Source other digital learning solutions and facilitate access to tools such as:

    - LinkedIn Learning.
    - Udemy.
    - Pluralsight.
    - Blinkist and getAbstract.
    - Industry-related journals.

7. Encourage reading by facilitating the creation of virtual book clubs. The 33rd president of the United States, Harry Truman, said "Not all readers are leaders, but all leaders are readers."

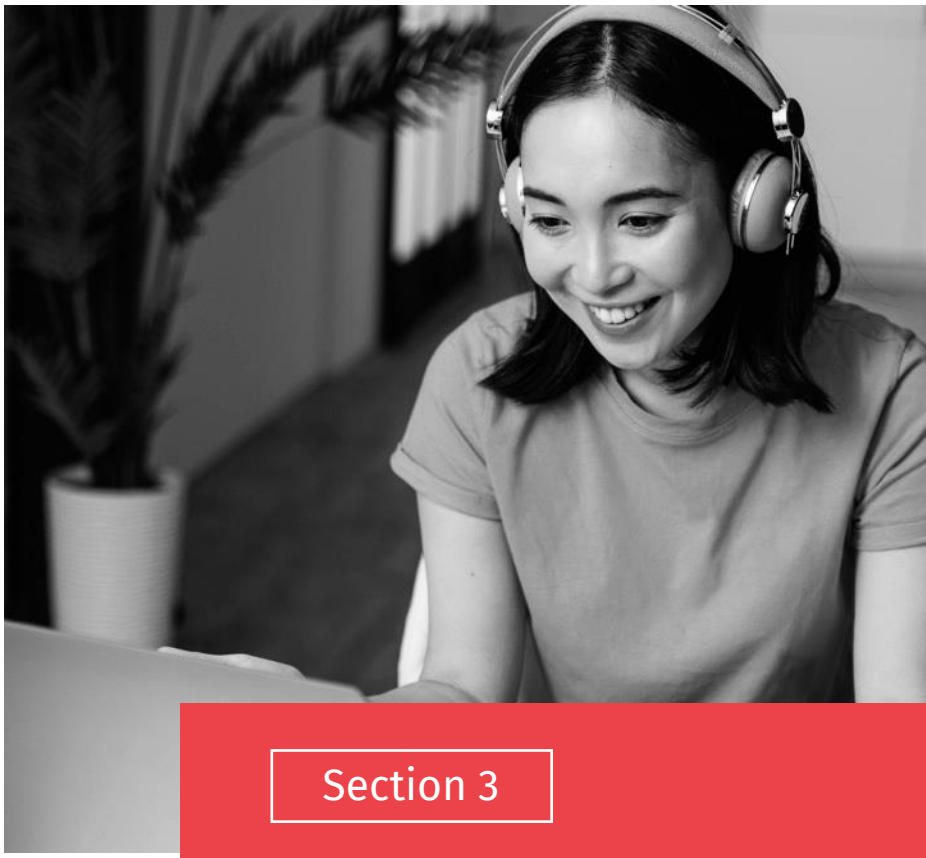
8. Create mentoring and coaching opportunities:

    - Coaching and mentoring are a great way to augment Formal Training.
    - Match training participants in short-term coaching relationships.
    - Identify high-potential employees and match them with mentors to help prepare for their future roles.

9. Facilitate informal, small groups and one-on-one virtual interactions.

    - Encourage participants to opt for live video calls.
    - Remind participants that in the current age of remote working environments, we need to forgive dogs in the background and hair that's not perfectly quaffed.

Informal Learning, while sometimes difficult to measure and seems like it's outside the control of the corporate L&D department, is more vital now than ever in remote working environments.



Section 3

How to Leverage On-demand Learning to Step Up the Application of Learning on the Job

On-demand learning applies outside the traditional structure of training courses and live classes. It consists of information and contextual objects that employees find, consume, and apply in the flow of work.

- For example, a customer service agent may review the terms of a cell phone's warranty during new hire training. But understanding topics as esoteric as warranties are virtually impossible to remember in the first pass. The company's training department may implement a series of searchable short, text-based Frequently Asked Questions (FAQs). So on-demand, the customer service agent can quickly find the applicable FAQ to efficiently answer customer questions. This would support the customer service department's goal of high customer satisfaction and rapid turnaround and shorter call handle times.

- Consider another example - a software vendor adds to their solution suite a new application that may enhance their customers' business outcomes. The sales team is expected to communicate with potential customers, identify problems they're trying to solve, and match those needs with applications their company produces. Sales team members can scan a library of short, informative videos that summarize each application, its purpose, and example case studies. The company can forego expensive and time-consuming traditional courses and instead introduce and promote the video library for sales associates, saving the company time and increasing the effectiveness of the sales staff.

In both scenarios, on-demand learning is immediately applicable and leads to the application of learning. Thereby, it saves time for both learners and the organization and leads to increased effectiveness.

Why should L&D teams invest on providing on-demand learning?

Today's learner often feels overwhelmed by several factors. Employers expect employees to do more with less – for instance, sell more with less travel, close more tickets with fewer escalations, and produce better components in less time and with cheaper materials, to name a few examples.

On top of this, today's learner faces a barrage of never-ending distractions, like:

- Mobile phone message alerts.
- Email requests for support and information.
- Co-workers located in various time zones.
- Multiple virtual meetings.
- Reminders for mandatory trainings (like Compliance Training).
- Global pandemics and civil unrest.
- Complications due to working from home with children.

These distractions exact a heavy toll on employees and their productivity. The human brain cannot multi-task. Instead, it switches tasks, resulting in lost focus.

On an average, it takes 23 minutes for people to reach a state of flow that facilitates maximum efficiency, creativity, and effectiveness. However, even small distractions can disrupt a flow state.

Today's learner may experience hours of lost productivity due to email and text messaging alone. Additionally, they are faced with continuously fast-paced changes and challenges to stay relevant. Skills and technologies continue to evolve, making it harder to remain relevant in competitive markets.

What the Modern Learner Needs and Expects

Today's learners need and expect time to develop themselves on the job, in the flow of work. In addition to pay and flexibility, one of the attributes most desired by employees is support for professional development.

These employees are less satisfied with traditional modes of training and require on-demand learning.

On-demand learning resources increase employee retention and engagement. Enterprise supported on-demand learning helps employees feel appreciated. Once employees reach a flow state, they may run into situations where they need additional information to complete or enrich their task. On-demand learning is not a distraction and helps maintain their flow. Formal Training solutions, on the other hand, distract and disrupt flow states.

Why is on-demand learning the key to train the modern learner?

1. On-demand learning offers several benefits listed here:
2. Transitions learning from **push to pull**. No longer will employees require external inducements for motivation. They'll seek learning on their own.
3. **Increases the quality of work** as employees sharpen their skills and explore available knowledge.
4. Enhances the **application of learning**.
5. Helps you maintain the **quality of Formal Training programs**. You can use SMEs to contribute and review content contained in the performance support systems employees turn to for on-demand learning.
6. Facilitates the application of learning by making those performance support systems as **accessible** as possible.
7. Incorporates a **blend** of learning objects, from short text and image based articles to pointed videos and access to **managers and mentors**.
8. Includes **in-depth self-paced eLearning** and print resources that provide the nuance required for more complex topics.
9. **Allows employees the time** required to master technical skills, including low-risk experimentation and practice.

What strategies can you use to drive on-demand learning?

To support modern learners in this hectic world, employers should use these 10 strategies to drive on-demand learning:

1. Implement **Self-paced Online Training** and **Mobile Learning**.
2. Leverage **Mobile Apps** that provide on-demand learning to increase the application of learning.
3. Incorporate **Microlearning** strategies by keeping learning objects as focused and abbreviated as possible.
4. Allow learners to **personalize** their on-demand content, **curating** and **sharing** when appropriate (Curated and User-Generated Content can be a great asset as L&D teams build more Formal Training programs, seeking to enhance the application of learning).
5. Share content in a **Social Learning** context and create social pressure for other employees - increasing the **application of learning** to modify behavior.
6. Include **stories** in training objects, like case studies and user scenarios.
7. **Eliminate as many meetings** and Formal Training sessions as possible.
8. Replace Formal Training with **Informal**, on-the-job, and on-demand learning.
9. Create easy-to-access knowledge hubs, sometimes called **performance support systems**, to which employees can quickly refer for knowledge.
10. Encourage **deep work** by fostering a culture of **continuous learning**.

On-demand learning, because it can be immediately applied, increases the application of learning on the job.

How can you step up the application of learning on the job with on-demand learning?

It may seem difficult to drive the application of learning, but the following strategies will help you step up the application of learning on the job with on-demand learning:

1. **Encourage learning in the flow of work**. Just-in-time learning increases the chances of learning application.

2. **Create awareness of on-demand learning**. Showcase how it works through communication channels contributed by leaders from the top of the organization, highlighting success stories.

3. **Create forums** where employees can share knowledge, lessons-learned, and curated content.

4. **Invest in a Learning Portal** that is accessible on any device - laptop, tablet, and phone.

Modern learners are faced with a myriad of challenges - increasing demands, rapidly evolving roles and changing market demands, and high pressure social and device-driven distractions. On-demand learning counters those challenges, helping employees with the application of learning that results in enhanced on-the-job performance and success.

Section 4

How to Leverage Social Learning to Support Remote Learning Programs

Technological advances have enabled workers to change how they work. In many organizations, work cycles have moved beyond the traditional 9-to-5 model. Employees work on the go/home and work anywhere, anytime. This paradigm shift, in how employees work, has also impacted Social Learning in the workplace.

Simultaneously, there's a concerted effort on the part of organizations to stay competitive through cost-cutting measures. L&D teams are under pressure to cut budgets, trim headcount, and still deliver to a tough mandate of continuous workplace learning. Over time, while the need for individual training support has increased, L&D teams struggle to determine how to provide such personalized support.

Clearly, traditional learning approaches just won't cut it. That's why more organizations are turning to models that leverage remote learning programs to address these challenges.

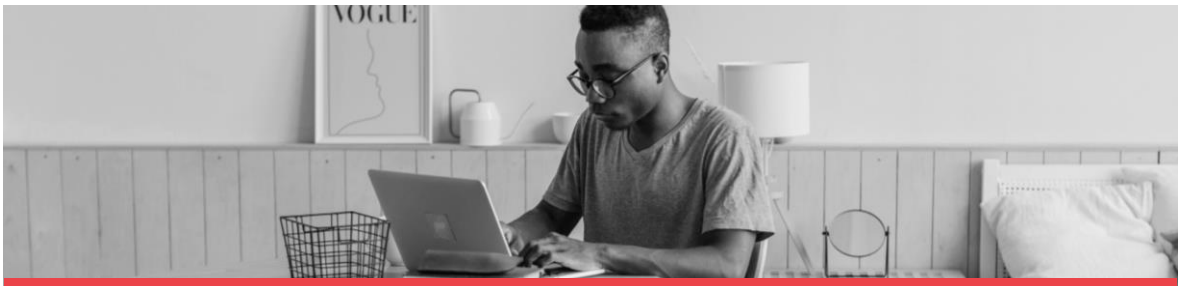
How can Social Learning help you solve this challenge?

Social media platform-driven remote learning is adept at creating networks of like-minded learners who support each other through common learning challenges. Sometimes, accelerated learning occurs as a result of ideas or advice generated through social interactions amongst a group or colleagues and peers. In the spirit of peer-to-peer support, employees on social networks share best practices and tips and tricks directly amongst themselves, relieving the need for trainers to act as go-betweens.

Remote learning programs free learners from overly depending on over-stretched trainers to decipher complex concepts for individual consumption. Instead, it empowers learners to provide real-time feedback to each other, and to collaborate, not just on their personal learning journeys but also while executing tasks on the job.

The competitive nature of today's workplace, and unbelievably short business change cycles, means one thing: A growing emphasis of L&D teams to continually train their workforces to prepare for constantly evolving business landscapes. It also means trainers must support the workers at the time of need with job aids and performance support tools, so employees may effectively change older learning habits and embrace new ones.

Remote learning programs can help L&D teams deliver these multi-faceted corporate mandates.



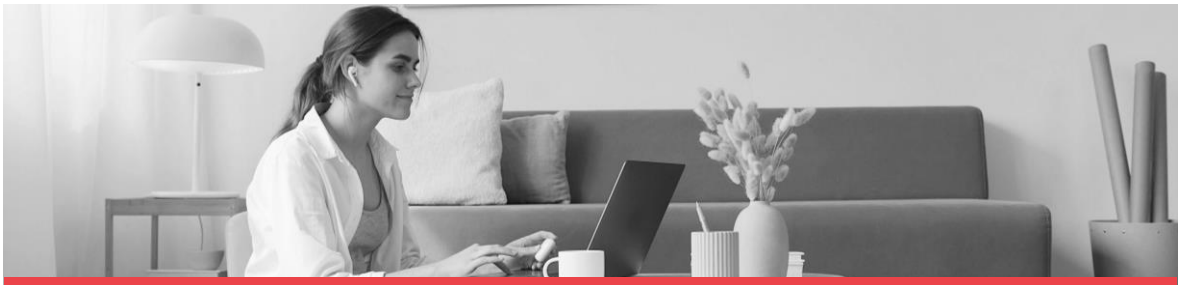
Why is Social Learning an essential part in designing learning journeys?

There's credible science behind why Social Learning is a critical part of an effective learning journey. In the late 1980s, three researchers from the Center for Creative Leadership, Morgan McCall, Michael M. Lombardo, and Robert A. Eichinger, proposed an interesting research-backed learning model known as the 70:20:10 model. According to their research, corporate learners obtain:

- 70 percent of their learning from on-the-job experiences.
- 20 percent of their knowledge from interactions with others.
- 10 percent of their learning from structured or Formal Training.

Because today's workforce is younger than ever before, and millennials (over 59% of them) embrace social media more vigorously than the rest of the population (29%), it makes perfect sense for L&D teams to leverage Social Learning. There are real numbers to prove that social networking platforms really work when leveraged for learning. A Harvard Business School new online education initiative with the introduction of Social Learning saw 85% completion rates, compared to single-digit success for MOOCs.

Younger learners spend a significant part of their day – both during work and away from it – communicating, cooperating, and conversing through their social presences. The use of remote learning programs, therefore, puts learners on a path to continuous learning. It triggers learning through collaboration with peers and through on-the-job and after-work interactions with social networks.



How to drive Social Learning in the remote workplace?

One of the best approaches to leverage remote learning programs is by creating a multi-channel “Learning and Performance Ecosystem.” Instead of relying on single-domain corporate Learning Management Systems (LMSs), L&D teams should pursue multiple learning platforms that offer better opportunities for social interaction among learners.

To drive Social Learning in the remote workplace, trainers should consider:

1. Re-imaging the use of vastly existing corporate knowledge bases and making them available through social media pages and knowledge-sharing apps.

2. Offering Personalized Learning paths that allow learner access to carefully curated content.

3. Creating an ecosystem of User-Generated Content (UGC), where more experienced learners support their less experienced peers by sharing proven tools, templates, and best practices within a social media network.

4. Facilitating learning on social platforms through moderated discussion forums.

5. Allowing learners to use social media accounts to reach out to mentors, coaches, and SMEs using an “in-the-time-of-need” model.

6. Building communities of interest where learners may congregate and learn from each other’s experiences.

7. Embracing Mobile Learning to encourage anytime, anyplace, on-the-go learning.

8. Using social media apps that can offer point-of-need learning and Performance Support Tools.

9. Leveraging Microlearning, by offering bite-sized content to learners, to drive remote learning programs in the workplace.

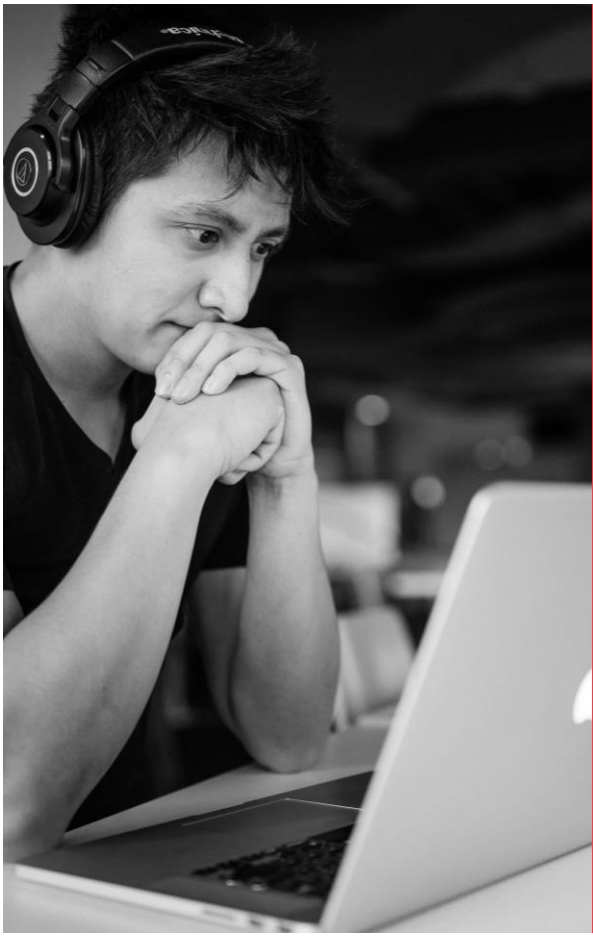
Changing social norms, a shift in how employees view “work,” and rapid enhancements in technology have changed the workplace landscape. This has led to a change in how employees learn. With smaller L&D teams under pressure to support larger groups of learners, Social Learning has emerged as a way to empower learners on a continuous learning journey.

Section 5

How to Drive Just-in-time Learning with Performance Support Tools

Traditional training methods typically require one of two things – employees gather in formal synchronous instructor-led classes or they complete asynchronous extended online courses.

While both modalities have value, just-in-time learning in the workplace can be used to enhance employee performance so that they have the information they need when they need it. Consider this situation: A lab technician needs to run a diagnostic test with a recently upgraded piece of hardware. She was trained on the older model but notices that the user interface has changed. Her employer could ask her to attend a class designed to instruct her on the new interface. Or, using just-in-time training, her employer could provide a quick interactive walkthrough in a Performance Support Tool (app) on the employee's tablet, saving time and money as she learns in the flow of her normal work.



What are Performance Support Tools, and how can they help drive just-in-time learning in the workplace?

Performance Support Tools are specific learning aids or job aids that support learners exactly at the moment of their need. They are valuable in helping learners address a specific challenge, need, or improve the application of learning. Short, focused, and action-oriented, they support Formal Training and are designed to be available in the learner's workflow, rather than having to log on to the LMS and secure this specific information.

Using Performance Support Tools to drive just-in-time learning in the workplace has many benefits for employees and employers, including the following:

1. Assist remote workers: They can help remote learners get access to the required support any time and within their workflow.

2. Provide learning on demand: Using a Performance Support Tool to deliver just-in-time training or learning on demand means that employers can provide the exact information employees need. They won't waste time sitting through long classes or scrubbing through online courses.

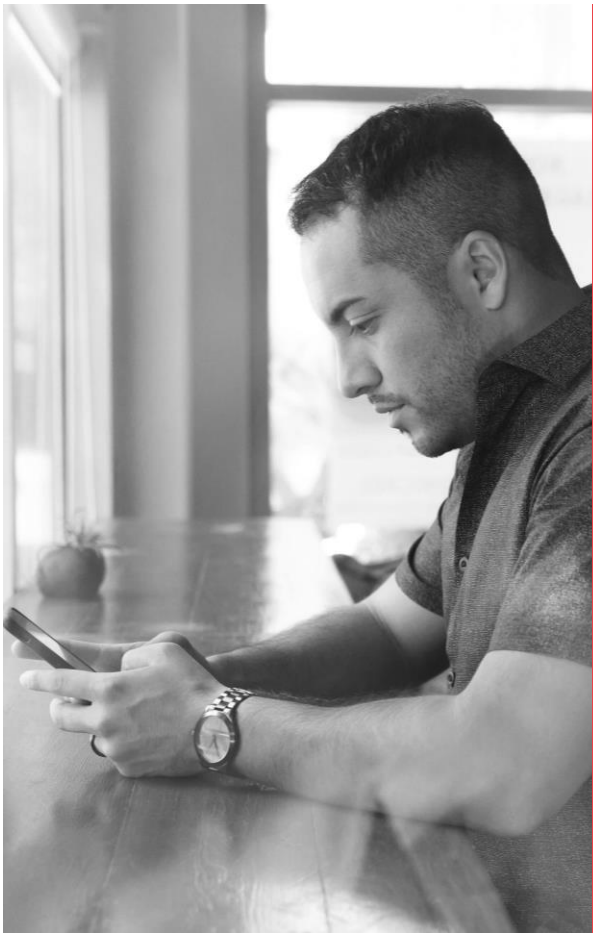
3. Empower employees: Employees are empowered to leverage just-in-time learning in the workplace exactly when they need it.

4. Just-in-time learning: The use of just-in-time learning in Performance Support Tools means that employees must no longer remember how to do infrequently performed tasks.

5. Appeals to learners who seek specific support in quick time: Several learners prefer experimentation and information seeking to traditional training. They can be more selective as they seek knowledge, and Performance Support Tools resonate well with them.

6. Enables capturing SME knowledge: As the SME knowledge is captured in Performance Support Tools, it enables others to tap into their knowledge asynchronously, exactly when they need it.

7. Current and relevant information: Implementing Performance Support Tools allows organizations to control the source of information employees access and keep it current and relevant.



How can you implement just-in-time learning through Performance Support Tools?

Just-in-time learning should be available in the employee's natural workflow, creating an accessible and seamless connection between job performance and learning. Implementing just-in-time learning is most effective when Performance Support Tools can organize information based on a specific job process and customized audience needs.

There are many options when implementing a Performance Support Tool, including Digital Adoption Platforms (DAPs) like WalkMe and Whatfix. These tools allow you to include in-app tutorials and walkthrough overlays, helping employees learn new applications and processes.

Leveraging Microlearning formats: Just-in-time learning in the workplace presented through a Performance Support Tool is most effective when delivered in Microlearning formats.

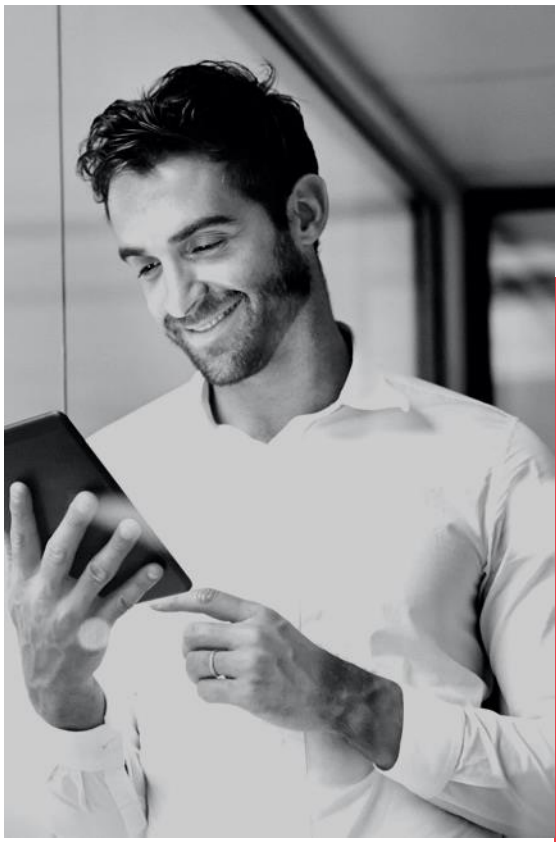
Microlearning is an effective approach to offer just-in-time learning through Performance Support Tools as it is:

- Easy to access on demand.
- Easy to share.
- Searchable.
- Made up of clear, step-by-step instructions and lists.
- Current.
- Linkable to longer-form learning for additional information.
- Highly granular and broken down into small pieces.
- Short and easy to scan text.

Examples of Just-in-time Training – Key Microlearning Formats as Performance Support Tools

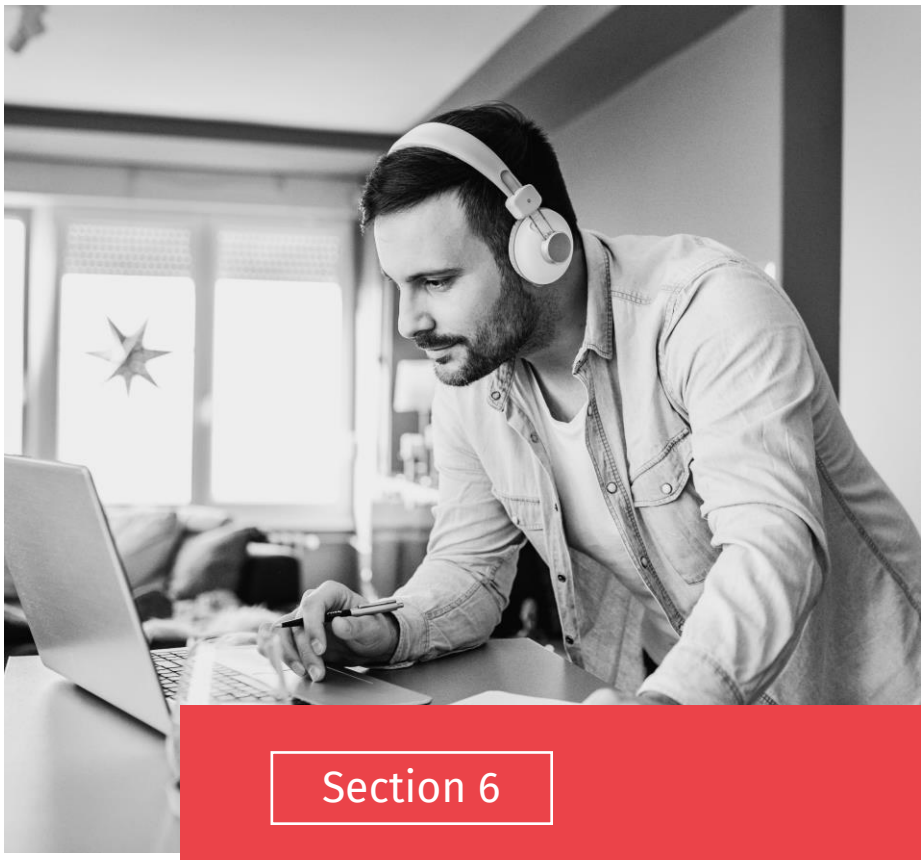
The following lists some examples of Microlearning formats that can be delivered as just-in-time learning in the workplace through a Performance Support Tool:

• Interactive PDFs.	• Explainer videos.
• Short video clips.	• Expert videos.
• Interactive infographics.	• Recorded webinars.
• eBooks.	• Audio books and podcasts.
• HTML5 flipbooks.	• Parallax learning paths.
• Animated videos.	• Mobile apps.
• Whiteboard animations.	• Branching scenarios.



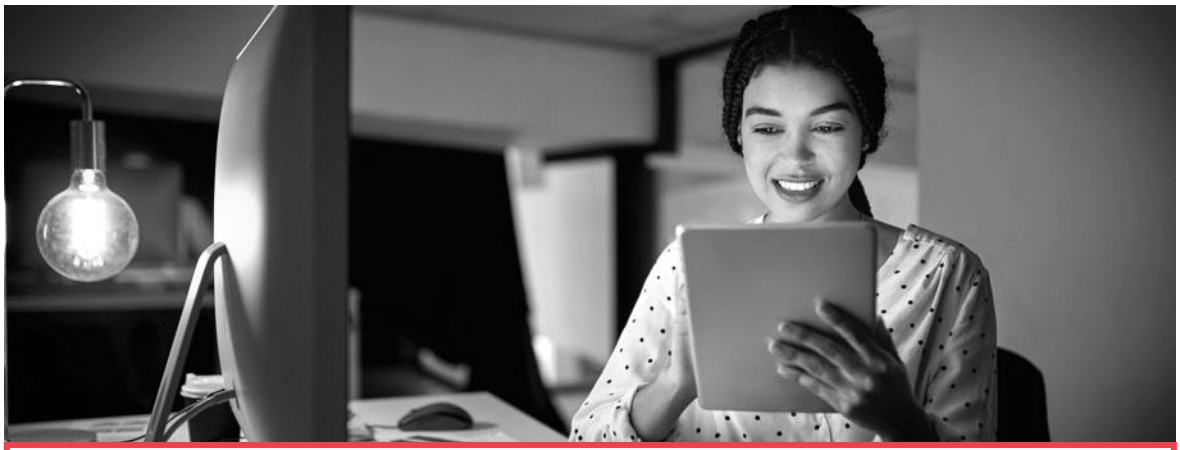
Where does just-in-time training fit into the training strategy?

Like any solution, just-in-time training is not a silver bullet. Alone, it provides concise information but may be too decontextualized for employees to use effectively. However, coupled with effective traditional training solutions, a Performance Support Tool that provides just-in-time training for employees can greatly enhance their job performance. It gives employees the opportunity to find what they need to know, when they need to know it, creating room for innovation and creativity. Just-in-time training must be a key piece of an organization's overall Learning and Performance Support strategy.



Section 6

How to Build Employee Learning Habits and Drive Continuous Learning



Studies show that a culture of continuous learning in the workplace creates huge advantages for organizations. Top firms seek employees who know how to learn, ask important questions, and understand how to find answers to those questions. They recognize that employees with a habit of learning are more creative, innovative, and engaged. These organizations can recruit, retain, and develop talent – significantly better than others who do not have this focus.

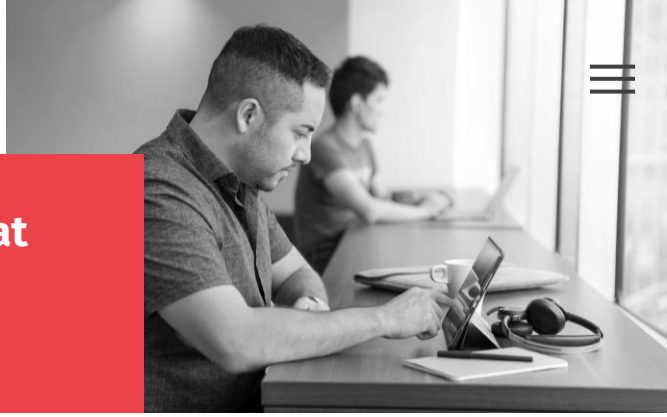
To accomplish this, organizations need to create Learning and Performance Ecosystems. The ecosystems help build employee learning habits, driving continuous learning in the workplace. In this journey, the concept of Microlearning can act as the catalyst.

Why are organizations finding it difficult to drive continuous learning in the workplace?

The new normal includes challenges not faced by most employees in the past. Combining the need to work remotely and stay current on recent best practices overwhelms them. It's common to hear employees complain by saying "I don't have time for this training."

Time becomes more of a problem when what learners "need" is different from what L&D teams "provide." Consider traditional employee compliance training - page-turner eLearning courses that require a certain amount of time to be spent on each page, even though learners may already understand the concept. This is highly demotivating for learners and conditions them to react poorly to such content.

Organizational leadership must lead as an example and should work to model the desired learning habits. Employees will seek to mimic their behavior, especially as leaders share what they've learned and promote Microlearning content. As they seek to follow the example of leaders, they'll develop learning habits that drive continuous learning in the workplace.



Why is Microlearning a great fit for driving continuous learning in the workplace?

Within this environment, Microlearning can be used in either formal or informal situations.

Microlearning can be used for Formal Learning - designed in consumable bites to act as natural fillers for busy employees. Courses that include, and begin with, clear explanations of how employees will benefit from training immediately engage learner attention. This is the "What's In It For Me" (WIIFM) phenomenon. Employees are more engaged when they clearly understand why they need the training.

Microlearning can also be leveraged to drive Informal Learning - within a performance support system environment as just-in-time (JIT) learning or more Social Learning environments where learners curate and share. These systems benefit employees because they have the exact information needed when they need it. Organizations that leverage tools such as Yammer so that employees can share what they're learning build learning habits that drive continuous learning.

Microlearning also reinforces previously learned information, creating space for practice and remediation. Ongoing Microlearning opportunities modify employee habits and challenge bad behavior, replacing it with desired behavior.

How can you leverage Microlearning to drive continuous learning in the workplace?

The following tips will help you drive continuous learning in the workplace.

Step 1 - Build a habit of learning in employees by:

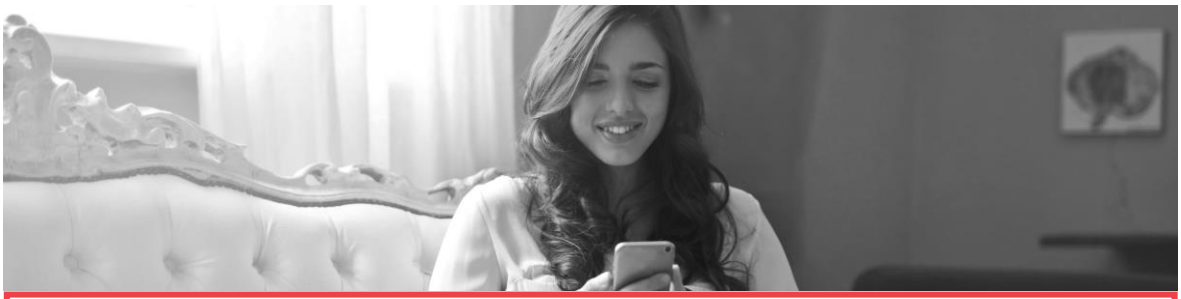
1. Always beginning with the What's In It For Me (WIIFM) to motivate the learners.

2. Providing support for learning habits – Through assistance like a performance support system that includes a searchable knowledge base or a forum moderated by SMEs.

3. Modifying employee routines - Designate certain times of the day or week for learning. Incorporate ongoing learning cycles that include Microlearning courses with quick rewards.

4. Getting learners to respond by making the learning frictionless. Even great courses are ignored if it's difficult to find them, log in, and engage with the content.

5. Rewarding the learners once they finish the learning with gamified points or digital badges.



Step 2 - Drive continuous learning in the workplace with Microlearning and develop learning habits:

1. Poll employees to find out what learning they need and want, and then build according to those needs to foster learning habits.

2. Ensure that the learning can be consumed when employees need it. Learning that's accessible on mobile devices is consumable anytime, during breaks, between tasks, and will nudge learning habits.

3. Allow employees to select and personalize their learning.

4. Leverage short learning nuggets (under three minutes). Employees can scrub timelines to find what they need without needless extraneous content.

5. Leverage short Virtual Instructor-Led Training (VILT) sessions.

6. Provide room for focused Flipped Classroom sessions.

7. Use strategic assessments to gauge the effectiveness of the training.

In the new normal, employees are struggling to find time to learn. Organizations can leverage Microlearning to not only modify learning habits but also drive continuous learning in the workplace.

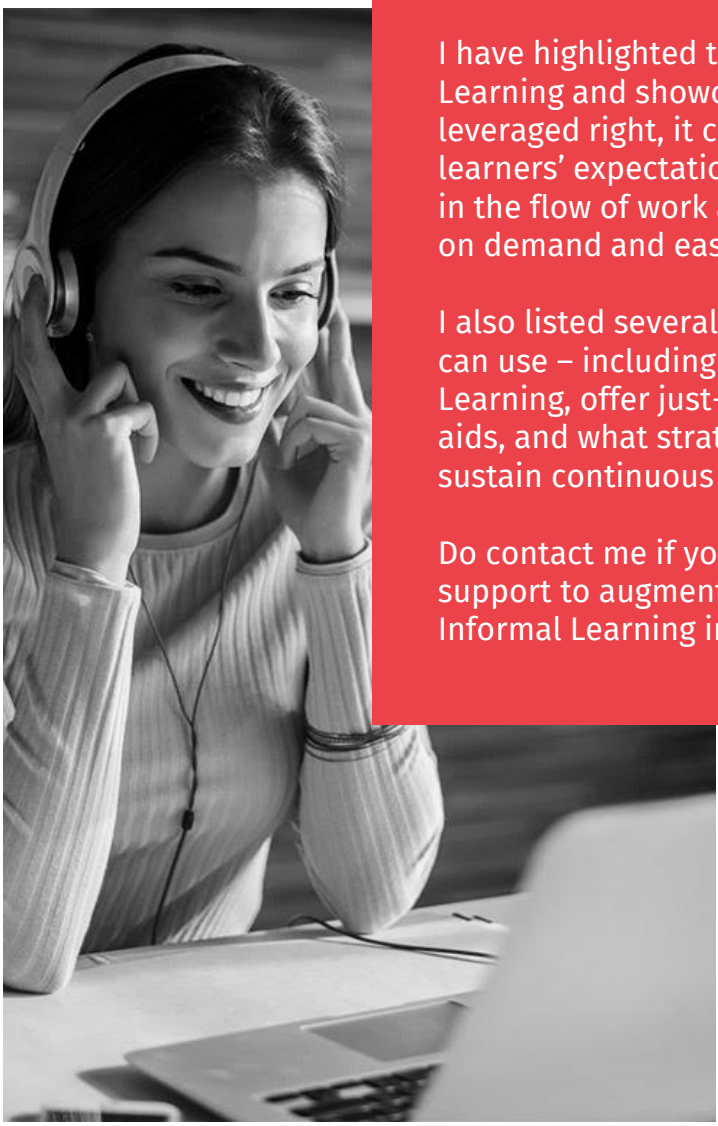
Summary

My eBook is designed to help you in your endeavor to create a connected learning solution where you can support Formal Training with Informal Learning opportunities.

I have highlighted the value of Informal Learning and showcased that when leveraged right, it can help address remote learners' expectations – including learning in the flow of work and resources that are on demand and easily accessible.

I also listed several aspects that L&D teams can use – including how to leverage Social Learning, offer just-in-time learning/job aids, and what strategies they can adopt to sustain continuous learning.

Do contact me if you need any specific support to augment Formal Training with Informal Learning in your organization.



Read More

- How to Plan and Strategize Successful Remote Employee Training Programs in 2021
- How to Engage Your Learners in the Remote Workplace through Immersive Learning Strategies
- Change Employee Behavior in the Workplace with These 5 High-impact Corporate Training Strategies
- How to Offset the Forgetting Curve in Your Employee Learning Programs with Microlearning
- How to Use Employee Training Metrics to Measure Training Effectiveness and Impact
- Demos
- Insights
- Learning Consulting Services

About EI Design

EI Design is a leading **Learning and Performance Support** solutions provider that thrives on **transforming learning**—keeping it relevant, impactful, and continuous.

We are certified as a **Smartchoice® Preferred Provider by Brandon Hall Group.** This is a testament to our expertise of nearly two decades in helping L&D teams deliver trainings that boost employee performance, impact business KPIs, and trigger behavioral change.

As a learning experience design company, we partner with our customers in their digital transformation journey and help them futureproof their training. We have also enhanced our portfolio to offer **Learning and Performance Consulting services.**

Our training strategies have consistently won stellar accolades over the last five years. Our effective training makes your workforce well-equipped and makes your business ready to succeed. With our expertise, you can also improve employee performance and leverage learning strategies that impact your business objectives.

About EI Design

EI Design won 8 coveted Brandon Hall Group HCM Excellence Awards in 2020.

We have been on the top of the list for several global rankings in 2020, including:

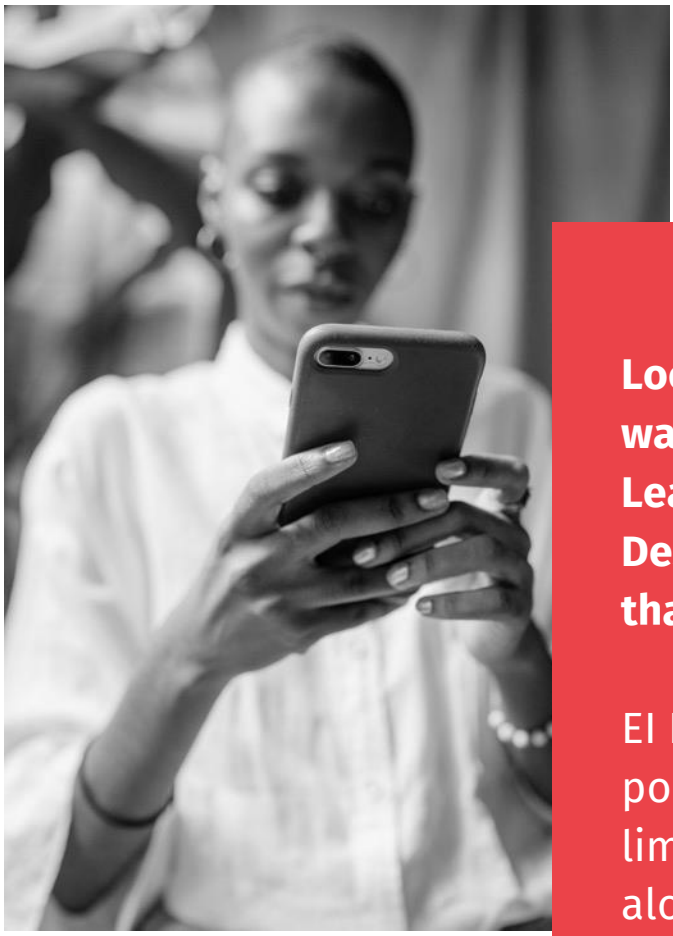
- **#1** in the **Top Content Providers for Custom eLearning**.
- **Gold** in the **Top eLearning Content Development Companies**.
- **#1** in the **Top Content Providers for Microlearning**.
- **#1** in the **Top eLearning Gamification Companies**.
- **#1** in the **Top Content Providers for Mobile Learning**.
- **#1** in the **Top Content Providers for Employee Onboarding**.
- **#2** in the **Top Content Providers for Blended Learning**.
- **#3** in the **Best Content Development Companies for Virtual Training Programs.**
- **#3** in the **Top Content Providers for Rapid eLearning**.
- **#5** in the **Top Content Providers for Scenario-based Learning**.

We also got featured in the 2020 **Custom Content Development Watch List Company by Training Industry**.

More recently, in 2021, we ranked:

- **#1** in the **Top eLearning Gamification Companies.**
- **#3** in the **Top Content Providers For Remote Workforce Development.**
- **#3** in the **Top Rapid eLearning Content Providers.**

Contact Us



Looking at adopting new ways to enhance your Learning Strategy? EI Design can help you with that and more!

EI Design's comprehensive portfolio of services is not limited to Formal Training alone but will enable you to drive employee performance and bring in behavioral change.

Contact Us

Training Delivery

- Mobile Learning.
- Microlearning.
- Virtual and Blended Training.
- Mobile Apps for Learning.
- Personalized Learning.
- Localization.
- eLearning Accessibility Considerations.

Immersive Learning

- Gamification.
- Scenario Based Learning.
- Video Based Learning.
- Story Based Learning.
- Branching Simulations.
- Virtual Reality.
- Augmented Reality.
- Next Gen Strategies.

Continuous Learning

- Performance Support Tools.
- Informal Learning.
- Social Learning.
- Self-Directed Learning.
- Content Curation.

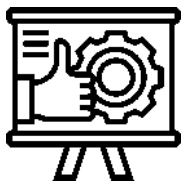
Contact Us

Learning Technologies

- LXP Expertise.
- LMS Expertise.
- Learning Portals.
- VR Framework.
- Interactive Video Framework.
- Rapid eLearning.
- Flash to HTML5 Migration.

Training Impact and ROI

- ROI Determination.
- Predictive Learnability.
- Learner Analytics.

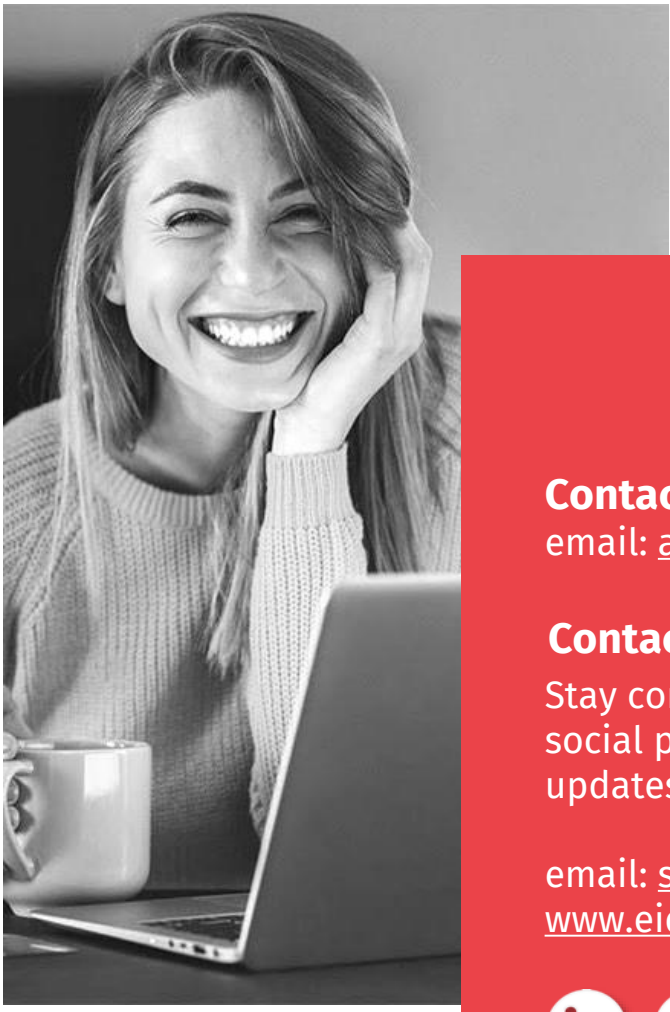


Training Needs We Address

- Compliance Training.
- Induction and Onboarding Training.
- Leadership Training.
- Sales Training.
- Application Simulations Training.
- Product Training.
- Soft Skills Training.
- Professional Skills Training.

Key Learning Consulting Offerings

- Virtual Training Transformation.
- Measuring Training Effectiveness and Business Impact.
- Technology Migration.



Contact Asha Pandey

email: apandey@eidesign.net

Contact EI Design

Stay connected on EI Design's social platforms for regular updates.

email: solutions@eidesign.net
www.eidesign.net