

Learning Management Systems during a pandemic, economic downturn and beyond

When, why and how?

A Scout Talent Group webinar





Susie Mather

**Executive Director
Employment Office / Scout
Talent Group**

P: 0411 351 006

E: susanne@scouttalent.com.au



Jennifer Fleay

**Learning Services Specialist
Employment Office / Scout Talent
Group**

P: 07 3330 2582

E: jennifer.fleay@scouttalent.com.au



Natasha Scott

**Learning Services Specialist
Employment Office / Scout
Talent Group**

P: 07 3330 2595

E: natasha.scott@scouttalent.com.au

Housekeeping

- Your microphones are on mute so we can't hear you, however we'd love your participation
- We'll launch some Audience Polls throughout the session
- If you have any questions or comments, please type them into the GoToWebinar Action Pane on the right side of your screen
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Today's Agenda

- The new place of online learning as we move through economic recovery, and anticipated changes in HR, post-pandemic
- Overcoming bottlenecks with content creation, curation and implementation to get the most bang for your buck
- How to increase engagement through gamification principles.

The big picture

***"Nothing we do is more important than hiring and developing people.
At the end of the day, you bet on people, not on strategies."***

Lawrence Bossidy, Former COO of General Electric

The eLearning market anticipated to triple over the next 5 years

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“I couldn’t do my homework because my computer has a virus and so do all my pencils and pens.”


Digitising your L&D framework

Lean on services from your L&D provider to help you get the most out of your system

Top Tips:

- **Get expert implementation support so you don't "purchase and park" your L&D system**
- **Create learning experiences that support your team**
- **Use a mix of off-the-shelf and contextualised training content**

Contextualising your content

A hand is shown holding a glowing sphere composed of many small, interconnected nodes, resembling a network or data structure. The background is a sunset sky with a warm orange and yellow glow. The overall image conveys a sense of technology, learning, and human interaction.

Consider outsourcing if you don't have an L&D specialist on your team

Top Tips:

- **Qualified instructional designers know how to break learning down to deliver a palatable learning experience**
- **Don't stress about it being perfect**

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Increasing learner engagement

“The biggest barrier to learning is time.”

Top Tips:

- Gamify learning to increase engagement
- Use microlearning

Tracking learner engagement

A photograph showing two people sitting at a wooden table, looking at a laptop. The laptop screen displays a dashboard with various charts, including a pie chart and a line graph. One person is pointing at the screen with a pen. The background is a bright, modern office or meeting room with large windows.

Use a simple reporting dashboard

Top Tips:

- Use surveys to ask for feedback on courses
- Ask for feedback
- Consider AI tools to gain insights about learner engagement

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Recap

- The L&D industry is set to triple over the next 5 years
- Build an effective **L&D framework** with a mix of off-the-shelf and customised training
- Increase learner engagement through microlearning, and **gamification principles** such as levels, awards, badges and more
- Use reporting, surveys and AI-powered tools to gain deeper insights.

Q & A

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