NEWS LETTER

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HOW TO CREATE AN EFFECTIVE TRAINING PROGRAM?

Five Important elements that makes Course Design effective, efficient, and innovative.

HR and L&D professionals agree that a well-designed training program boosts employee and company performance. However, designing such programs is challenging due to diverse learning needs, content and skills gaps, learning styles, product features, etc.

Despite the AI-driven learning models superseding the traditional learning formats, the dichotomy continues to exist in modern times.

> Excelsoft Technologies presents five critical elements that, when incorporated, can empower HR and L&D professionals to design the most effective and efficient training programs.
>
> These elements are tailored to address the challenges of diverse learning needs, content and skills gaps, learning styles, and product features, equipping professionals with the tools they need to succeed.

#1: CREATE/PUBLISH CONTENT: BEFORE IT GETS OBSOLETE

Creating relevant learning content is essential to designing an effective training program. Producing qualitative and quantifiable content is an arduous but vital task.

The content creators understand the importance; hence, they sit with subject matter experts for hours to discuss the relevant parts of content, carefully map the objectives and training assets, analyze the test outcomes, etc.

The real test is developing quality content quickly enough to prevent it from becoming obsolete.

Recent advancements in learning applications and software facilitate the creation of summaries and content frameworks from PowerPoint slides. Compared to traditional methods, this significantly reduces the time needed to create courses and design the course workpath.

#2: FOLLOW BITE-SIZED LEARNING MODEL

Computers, smartphones, and other apps increasingly dominate our lives. Interestingly, they bring a host of distractions and changing working patterns.

Coupled with the loss of cognitive constructs, has led to decreased attention and retention power among individuals. By creating bite-sized learning models, HR and L&D professionals can adapt to these changes and motivate learners to stay engaged and retain information effectively.

Short, focused, and do-it-yourself content packaged in small chunks has received a positive reception. These bite-sized micro-modules deal with one objective at a time, increasing knowledge engagement and skill-building among the individuals.

Today, the market is flooded with various learning tools, software, and AI-backed applications that take a few hours to create learning materials like videos, images, PPT slides, and PDFs—microlessons—that engage learners with their focused approach to knowledge.

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#3: INCLUDE ASYNCHRONOUS LEARNING OPTIONS

Traditional training programs follow a regularized workflow or boxed approach. A learner must study all the topics in a module, irrespective of their relevance and ability to address learning gaps.

In short, the traditional training programs are more of a collective knowledge-building tool than an individual development effort. As a result, people generally remain disconnected and disengaged from training programs.

As time passed, societies changed their outlook from collective growth to individual development. Technological and medical developments in the mid-21st century witnessed a paradigm shift in people's concept of employment and the scope of learning. Small home workspaces replaced large corporate areas of working. As the number of self-employed and new entrepreneurial formats has increased in recent years, learning patterns and requirements have also changed.

Learners are receptive to the training or course program that allows them to customize the learning workflow. Every individual is different, and so are their learning patterns.

Use #hashtags, sprouting, common landing page, schedule optimization, etc., to launch and connect each learning asset. These techniques allow learners to create a workflow—pick and choose or mix and match learning units—that is interesting or useful to them.

#4. INTEGRATE AI-ASSITED SERVICES

Artificial intelligence (AI) is rapidly shaping the teaching and learning experience by providing instructors and course designers with an incredible array of new tools, capabilities, and techniques to improve the course design and development process.

AI-powered natural language processing (NLP) technology, ChatGPT, and intelligent tutoring systems (ITS) enable conversational interfaces, such as chatbots and virtual assistants, to answer learners' questions and provide guidance conversationally. Moreover, this allows courses to translate the text quickly and efficiently and process the learners' requests/instructions in other languages.

So, rather than being passive experiences with static learning content, the system should automatically explain why the given solution is incorrect and guide learners through the correct problem-solving process.

#5. IMMERSIVE LEARNING PACKAGES

The most effective way to make a course immersive is to create content incorporating real-life case studies, scenarios, problem-solving situations, etc., that an employee likely or might have encountered in a potential job role.

Use various techniques, such as simulations, virtual reality, gamification workflows, and experiential activities, to make your course fully immersive for students and facilitators.

All these elements being ingrained in a course design ensures that your online training program meet the learnings requirement.

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