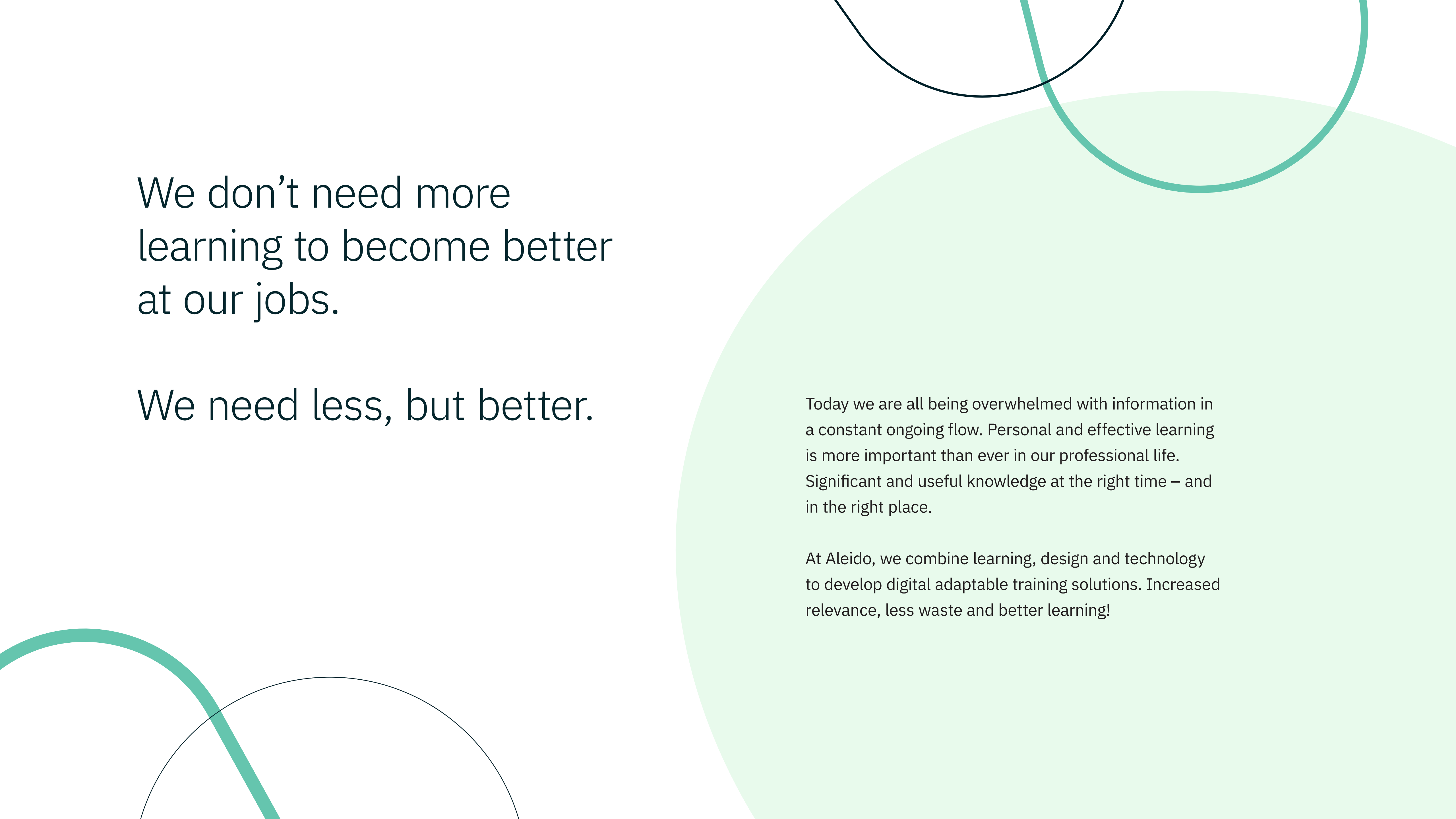# Learn more
with less learning

ALEIDO

We don't need more learning to become better at our jobs.

We need less, but better.

Today we are all being overwhelmed with information in a constant ongoing flow. Personal and effective learning is more important than ever in our professional life. Significant and useful knowledge at the right time – and in the right place.

At Aleido, we combine learning, design and technology to develop digital adaptable training solutions. Increased relevance, less waste and better learning!

It is time to end the overloaded, the boring and all the blah blah.

Less learning is relevant learning. Personalised learning. Learning the way you want it. Less is more!

Information overload makes people learn less. It stresses us out, lowers motivation and engagement. It often makes us feel bad for not keeping up.

At the same time, an increasingly complex world demands more and more knowledge to be able to understand and work in it.

Most companies handle this by flooding the workforce with information, or data, to make sure no one misses a thing.

Covering the workforce in a fog of data like this is out-dated and inefficient. It is expensive and the data is often hard to keep structured or updated. Data fogging is a quick fix, not a solution.

The learning effect is not that great either since few people will find it relevant or useful.

We do not need more information, nor more training. We need less of it, and better.

Let's clear out the data fog!

Erik Baljeu
General Manager at Aleido Learning

Structure your learning

The most efficient way to keep everyone in an organisation skilled and developed is a synchronised strategy for structuring and distributing data in the following three ways.

A strategy that provides for the individual to grow and for systems and tools to make learning become personalised. Each market, competence level and role have unique conditions and demands. A well working learning strategy will accommodate these.

Time and cost for learning are kept low with sustained learning effect! Come out of the fog!
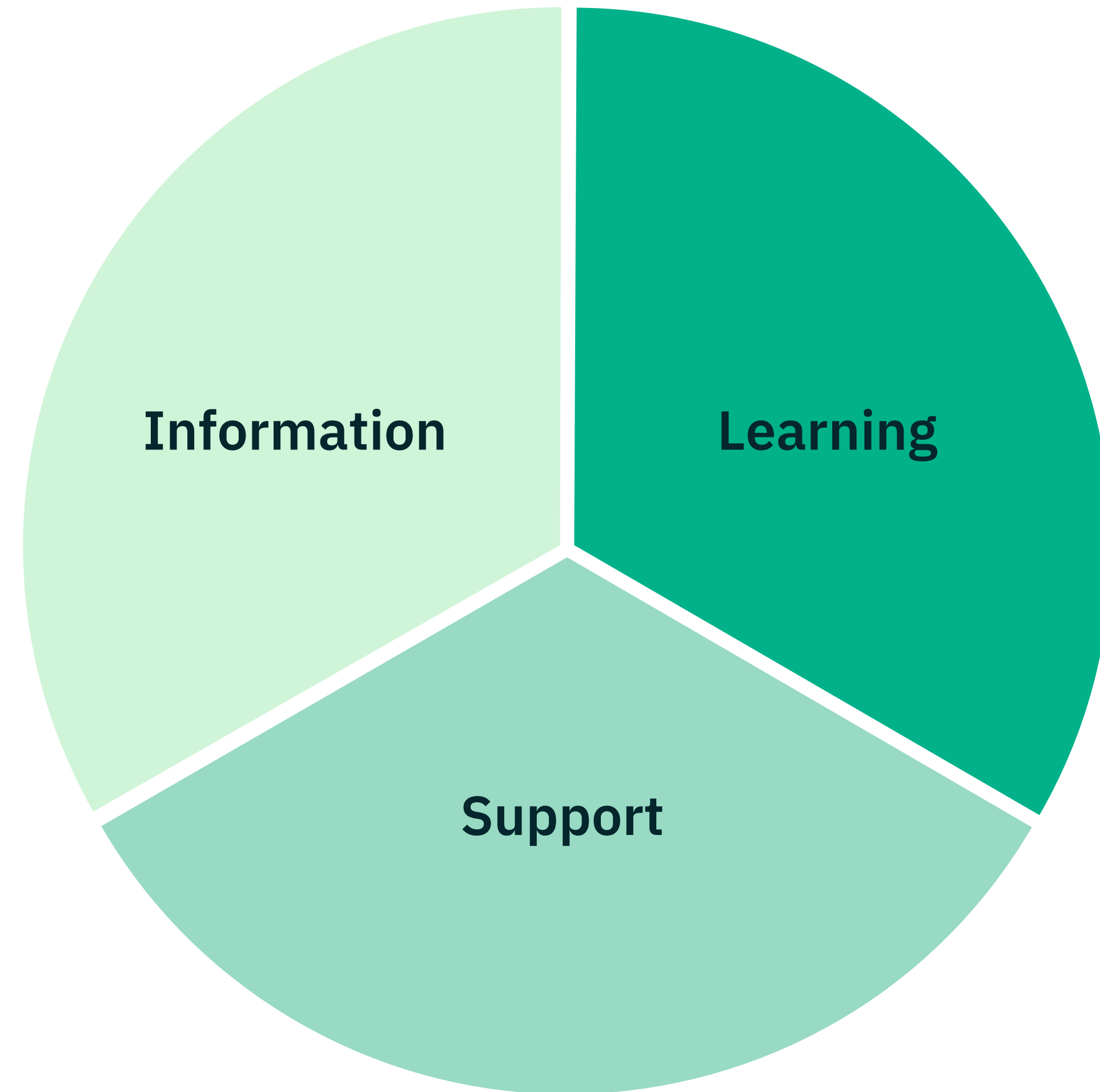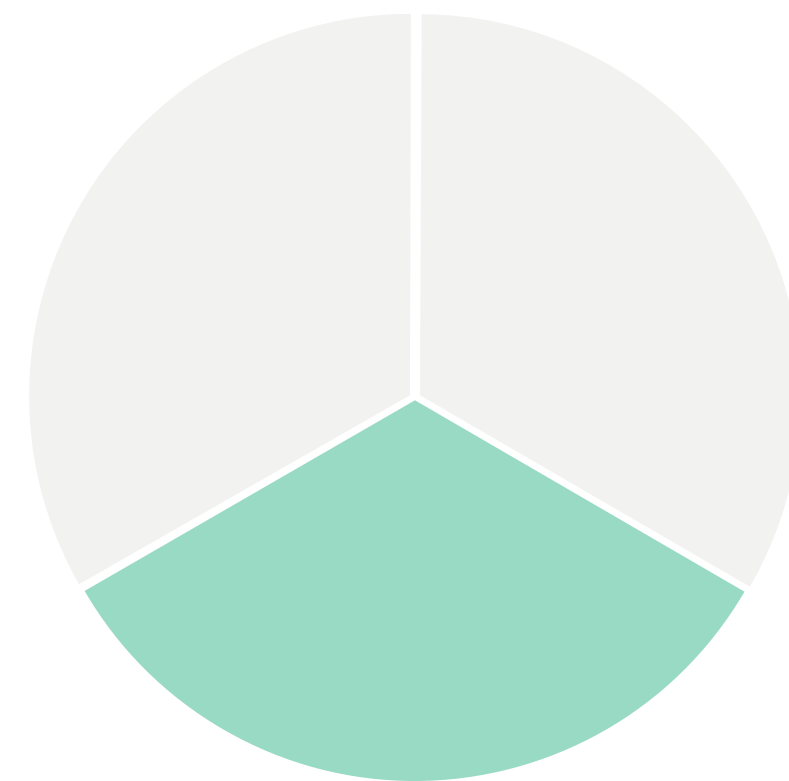
To make learning as effective as possible, the organisation's data needs to be structured so that it can be used in three different ways:
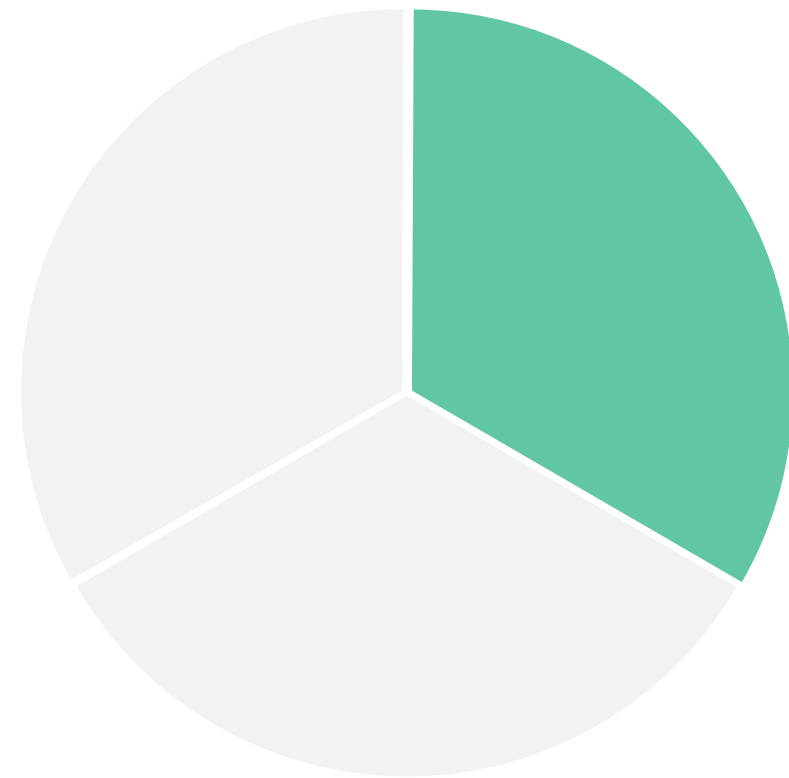
For learning

This data is designed and used to help people upskill further. Learning is used during on-boarding, implementing new processes and products or introducing new work flows. To get going.

For support

This data answers specific questions and helps to solve a certain problem quickly. Chat bots, FAQ, filtered search engines and social learning platforms are some digital examples. The more traditional ones are other colleagues, first line support and coaching.
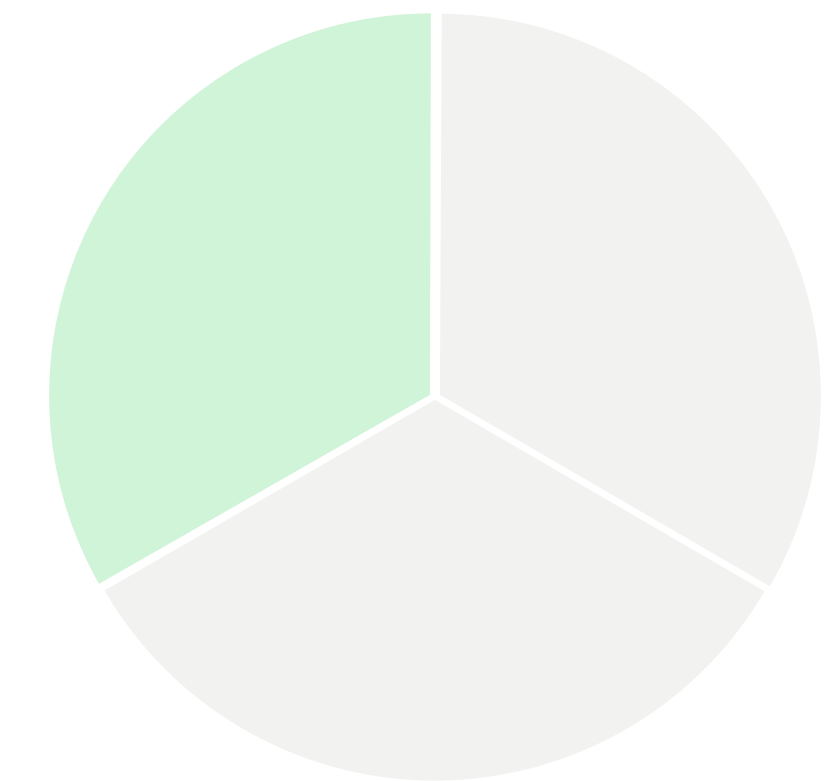
To inform

This data can be in form of a manual, a step-by-step instruction or a guide. Information is used when enough is known to formulate a question and you have the ability to process and interpret the data yourself.

Let's look at some common situations where our model is being used.

When an organisation structures and uses its data in this manner, the knowledge and competences of their employees will increase.

New ways of working

A situation where the need for learning is great. Support and information will also be needed, but a little later.

Compliance and certification training

Learning to give everyone commitment and the same truth. Information and support for rehearsal and compliance.

Organisational changes

When it comes to change, information and learning are most important. Then a stable and secure support strategy.

New ways of working

The implementation of a new CRM system or a new assembly line means new things to learn. Using, operating, service and maintaining things never seen before requires data designed and structured to learn.

The use for support and information are less. The need to understand the new comes first. Many roles and levels of competence and access take part in such a change and therefore learning needs to be filtered to match the different needs. One-sized does not fit in this scenario.

To ensure efficiency, support and information data is developed along with the learning roll-out.

Compliance and certification training

Compliance courses. Most people don't like them. Everyone understand their importance.
Here it is key to give people what they need and when they need it. Concentrating on what absolutely needs to be told on a personal level is what will have an efficient and long-lasting learning effect.

Relevant. Personalised. No preaching and then a filtered FAQ for the ones who need to ask again.

Organisational changes

An individual exposed to change, whether wanted or unwanted, needs lots of questions answered.

How does this impact me? Will it affect my work? Where will I sit? When will it happen? These questions are information based and thus are communicated as such.

They are however highly individual and therefore this scenario has use for systems and tools to personalise and filter the data to fit the individuals of the organisation.

Of course human interaction is crucial, especially when facing challenging changes; meaning one and the same data source so that everyone can tell the same story.
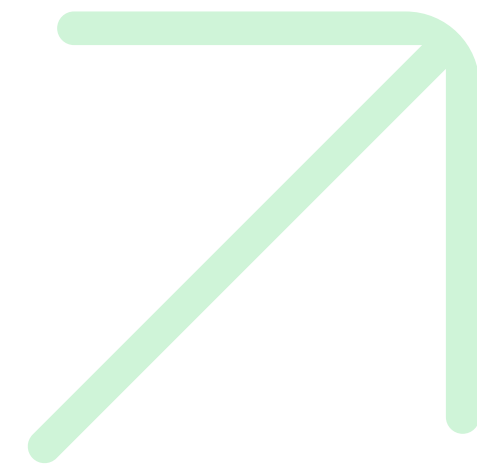
And after the meeting, sharing and talking all affected need access to updated and relevant information to get individual questions answered. This also helps prevent rumours and speeds up the change process.
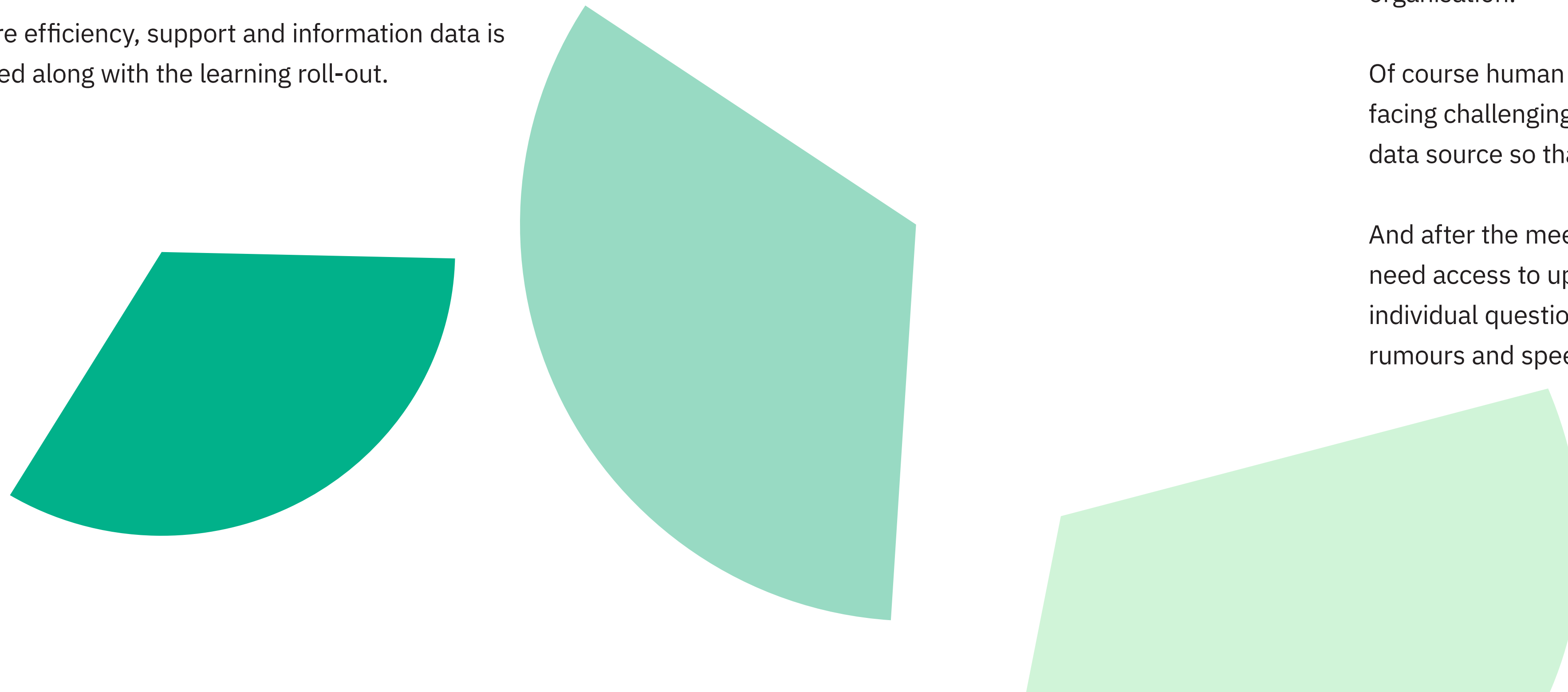
So what about the value? What business values does this kind of thinking provide?
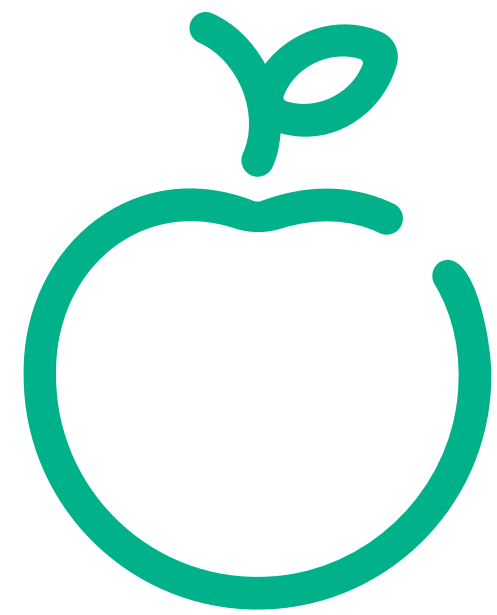
THE INCREASED LEARNING EFFECT
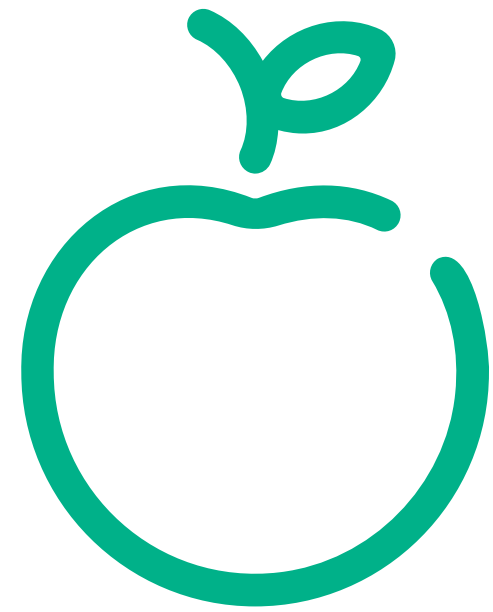
LESSER COST, INCREASED RESULTS

THE ORGANISATION DEVELOPS

A STRENGTHENED AND PERFORMING INDIVIDUAL

SYSTEMS THAT PROVIDE AND ALLOW LEARNING

THE INCREASED LEARNING EFFECT

Well-designed learning is effective learning. True relevance and obvious use make people want to take part and to know more.

When learning is relevant and personal – it sticks. Less time and efforts are spent on reskill or upskill. The REALLY useful and used data within the organisation will become apparent and no one will have to waste time on the meaningless and irrelevant.
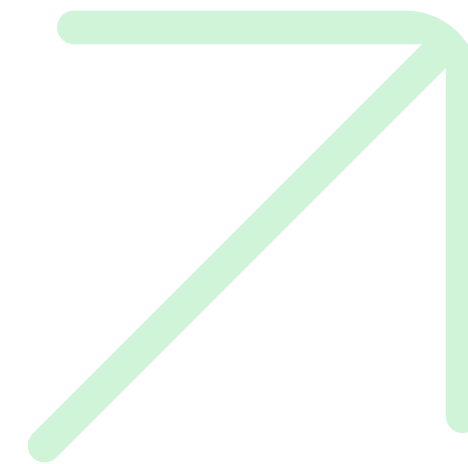
LESSER COST, INCREASED RESULTS

It will be said again and again but when people have access to what they need and like what they get, learning will start to impact more and cost less. Relevance and personalised (yes, we will keep repeating this!) course content, together with good filtering and structure close knowledge gaps, saving time and cost.

THE ORGANISATION DEVELOPS

A bit obvious maybe but the organisation is the real winner in this. Access to relevant, personal and updated data. Learning, support and information working together as a whole. People learning more by learning less.

A STRENGTHENED AND PERFORMING INDIVIDUAL

Recognised employees that belong, master their skills, are free to choose how to develop will perform better, care more about their work, and value what they learn as a contribution to the organisation.

The digitisation and globalisation have led to completely new fields of knowledge and the workforce entering the job markets now demand more of their employer than ever before.

Your newcomers won't accept poor on boarding, tedious class-room trainings or hours of e-learning.
They know their value and if they are invested in they will stay, they will grow and they will totally pay off.

SYSTEMS THAT PROVIDE AND ALLOW LEARNING

Traditional LMS were great when corporate learning was all about control and measurement of course completion.

Nowadays systems and tools for managing learning should make people want to learn not MAKE them do courses.

If your LMS doesn't allow easy access to its content and have a structure that enables users to easy understand and find what they need to learn; well then perhaps it is time to start looking for a modern replacement.

Do your users repeat courses? Do they grade them or give them comments? Are links to the courses shared throughout the organisation?

If not, or if your Learning Management System doesn't provide those features, then you really should start planning for a new LMS strategy. Or invest in something better!

Undesired changes

An example of when we helped one of our customers to realise their learning objectives.

We built an app for a state agency that saw a challenge in implementing new systems to a group highly disapproving of this unwanted change. Some of the benefits:

- A FAQ with clear and transparent answers.

- An interactive roadmap clarifying when, what and how things should take place and who would be affected.

- A benchmark of the new system showing the features along with the benefits for all being involved.

Everyone have all answers needed some clicks away. Easy to find, easy to filter.

Sales staff and customer support on the floor

An example of when we helped one of our customers to realise their learning objectives.

An appliances chain needed their sales staff equipped with a digital product range complete with features and benefits.
Some of the benefits:

- Easy to access and possible to display to customers wanting to know more.

- Complete with product facts, tips and tricks on how to operate the products and streaming video to show the high-end products.

Sales training and consumer training all in one!

SO – WHY IS LESS LEARNING A GOOD WAY TO LEARN MORE?

- Less learning focuses on the right learning, the relevant learning needed now.

- People learn when they need to, not when they have to.

- The ability to search and the possibility to explore have a good impact on the learning curve, while standardised learning have not.

- The organisation will benefit when the employees want to and are able to learn what they need in order to develop at work.

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Aleido is an international company with a long heritage of driving the development of aftermarket information and learning solutions. Our customers develop complex products or systems, or seek knowledge and confidence to create lasting change, within a wide range of industries, including automotive, telecom, advanced machinery, rail and medtech. We are almost a thousand colleagues in five countries. Together we bridge the gap between technology and the people who depend on it – by making the advanced simply understood. Read more at Aleido.com