



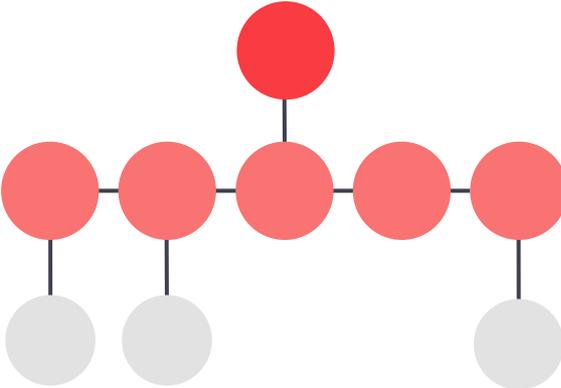
**Microlearning:**  
the modern strategy for  
the modern workplace

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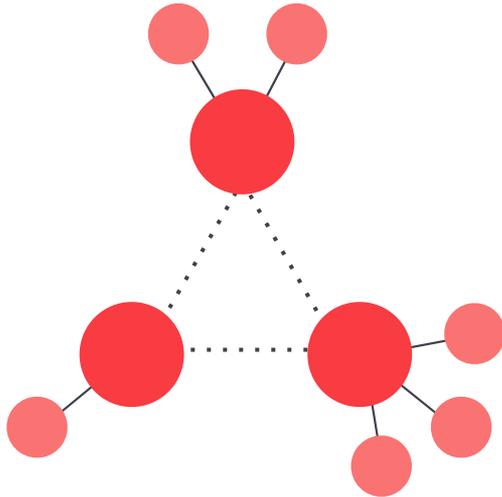


@SummerCLOsays

The traditional organizational structure is **shifting**



Old Structure



New Structure

HR's job has  
become more  
complicated.  
And strategic.

**Jobs are more fluid** driving  
a need for agile, scalable  
learning.

**Outdated learning models  
and technology** are not as  
effective.

**Millennials** – nearly **50%** of  
the workforce – put a  
premium on learning.

**Competition for  
employees' time** is  
fierce.



Employees are unprepared.

Your employees  
**expect** learning opportunities.

A woman in a grey blazer is standing and presenting to a group of people seated in a meeting room. The room has large windows and a white brick wall. The text is overlaid on the top left of the image.

Microlearning should be a **core component** of your L&D strategy.

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Real learning takes place in context

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Multi-modal delivery increases positive learning emotions

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Single-concept learning improves retention



Step 1:

## Start Small

- Identify a critical pain point
  - Conduct a root cause analysis (5 Whys)
- Connect it to a larger business strategy

## Step 1 - Questions to consider:

What recurring pain point have you identified?

What steps have you taken to validate the root cause?

Why is this issue more critical than others?

How does this issue align with larger business goals?

What will improve on account of targeting this issue?



Step 2:

## Stay Focused

- Don't cloud your strategy with “also rans”
- Identify and manage competing priorities

## Step 2 - Questions to consider:

What's your approach to resolve the root issue?

What competing priorities may divide attention from this strategy?

How are you ensuring new learning is offered in context of real work?



Step 3:

## Make It Stick

- Focus on real-time knowledge transfer
- Build a learning culture

### Step 3 - Questions to consider:

How will you connect learning and daily work?

How are you providing opportunities for learning transfer?

How will you create meaningful context for your employees?

What are the limiting factors to your company's continued growth as a learning culture?

How are you maximizing employee retention of new learning?



How will you make **Microlearning**  
a core component of your  
learning strategy?