

# Inside Learning Technologies e-Magazine

**13 - 14 February 2019**  
**ExCel, London**

## Issue 10



## Open document



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**Highlights from our 2018 event in London**

**learning  
technologies**

**13-14 february 2019  
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**Donald H Taylor**  
Chairman

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# In defence of the boring

I recently ran my sixth annual Global Sentiment Survey, asking L&D practitioners world-wide what they thought would be hot in workplace learning in 2019.

Participants can select up to three L&D items from a list of 15. Each year, I replace up to three options from the previous year's list with choices I believe to be more current for L&D.

In 2015, I added 'Developing the L&D function' as an option, as the concepts of continually developing ourselves is close to my heart. In that year's survey it registered 7<sup>th</sup> on the list.

Since then it has steadily fallen down the list of options, until this year it is nailed to the bottom of the 15 available options.

This may not matter. It may be that respondents consider 'Developing the L&D function' won't be hot in 2015 because it's already something they do regularly. However, I think it more likely they believe developing ourselves is just a bit boring, especially compared with other options on the list such as 'Artificial Intelligence' and 'Learning Analytics'.

If this is so, it is a great pity. Nothing is more important that developing ourselves professionally. Without growing our skills and knowledge we will be unable to make the most of the other, exciting options on that list.

'Developing the L&D function' is one of the most important things an L&D department can do. Make it an area of focus for your team in 2019.

**learning  
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## In this issue:

**Latest news**



**Meet Learning Technologies' brightest and best newcomers on the LaunchPad**



**Why e-learning still has the power to transform**



**Data is great but means nothing without context**



**5 tips for creating a winning immersive learning strategy**



**The four AI skills to master**



**How to effectively manage e-learning projects**



**The secret to marketing e-learning**



**L&D for a L&D audience**



**Localised Microlearning: The answer to training a global workforce**



**What does Design Thinking in language learning look like**



**Doing more with less**



**5 workplace trends for 2019**



**Resources & community discussions**



**Video, webinars & blogs**



**Event sponsors**



**Learning Technologies 2019 event news**



**Stay in touch**



# Latest news

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## The L&D global sentiment survey

Taking the pulse of of the L&D community worldwide, the 2019 L&D Global Sentiment Survey has opened for submissions.

The L&D Global Sentiment Survey takes the pulse of the L&D community world-wide, annually.

The one-minute, one-question online poll asks L&D professionals internationally what they think will be hot in the following year.

In 2014 ‘mobile learning’ topped the poll. In 2015 and 2016, ‘collaborative learning’ was first. In 2017 and 2018, it was the turn of ‘personalization/adaptive delivery’.

The question is always the same format: “What will be hot in workplace LD in the year ahead?” and participants are asked to choose what they think.

[Read more](#)

## Learning technologies: understanding what's hot, what's not and why

Learning Technologies 2019 has invited Dani Johnson, Steve Wheeler and David Kelly to help the conference to identify which technologies will have an impact on workplace learning in the future.

What’s new and exciting in the world of learning technology? What has practical application and which tools are little more than just shiny toys?

“This perennially popular session gets beyond the hype to bring us a carefully curated view of just which technologies L&D should be paying attention to and how they are going to have a big impact on workplace learning in the future. In addition this year we explore some key trends in vendor offerings - and how they affect you,” points out Donald H Taylor, Conference Chair, Learning Technologies.

[Read more](#)

## The transformation journey in learning

**Laura Overton, founder of Towards Maturity, discusses initial messages from the 2019 study into the adoption of learning technology in the workplace.**

For 15 years, Towards Maturity has been tracking the health of the L&D industry. In December, Laura Overton, founder of Towards Maturity, presented the initial messages from the 2019 study ahead of the main report, which is being released at the upcoming Learning Technologies 2019 event in London on 13 and 14 February.

The early insights from Laura provided the first glimpse of the progress L&D have made on their transformation journey and was attended by leaders within the learning sector and ambassadors of the Towards Maturity research initiative.

[Read more](#)

## What's really happening in digital learning in 2019?

The hype surrounding the future of digital learning keeps coming; Artificial Intelligence, Virtual Reality, Augmented Reality...but what should L&D professionals be prioritising in their organisations today to ensure future success? New research opened today aims to understand the truth about digital learning, including the critical drivers and trends to watch, who's really using what technologies today and making sense of the market and managing suppliers.

With over 1,300 respondents worldwide last year, the Digital Learning Realities research, led by Fosway Group, Europe's #1 HR industry analyst, and Learning Technologies, Europe's leading workplace learning event, is now in its fourth year.

David Wilson, CEO of Fosway Group said, 'There is an almost constant stream of predictions about what will be the next big thing in digital learning.

[Read more](#)

# Meet Learning Technologies' brightest and best newcomers on the LaunchPad



LT LaunchPad, sponsored by Now|Comms, spotlights the best new start-ups and first-time exhibitors. L&D's industry experts will be talking about throughout 2019. Take a stroll over to Stands A10 and 11 if you're on the hunt for something new at Learning Technologies this year. It's the only zone at the show where you're guaranteed to find something you've never seen at Learning Technologies before. Here's a quick look at some of the companies on the LaunchPad.

**Ken Ross**  
Campaign direction & analytics  
Now|Comms



## Autonomy Multimedia



First time exhibitor [Autonomy Multimedia](#) is a long-established learning provider with strong roots in the automotive industry.

For some 30 years now, the business has been the secret sauce that makes learning special for brands like Aston Martin, McLaren, Rolls-Royce, Mercedes-Benz, Mitsubishi and the Volkswagen Group.

But today Autonomy's reach extends across multiple fast changing industries. If you're in L&D and work in retail, ask Autonomy about working with High Street giant Next. If hospitality or food and drink is more your mix, make sure to investigate its awards winning work with Dominos.

**Talk to Autonomy at LT LaunchPad about:** interactive video, animation, motion graphics simulations, gamification or augmented reality.

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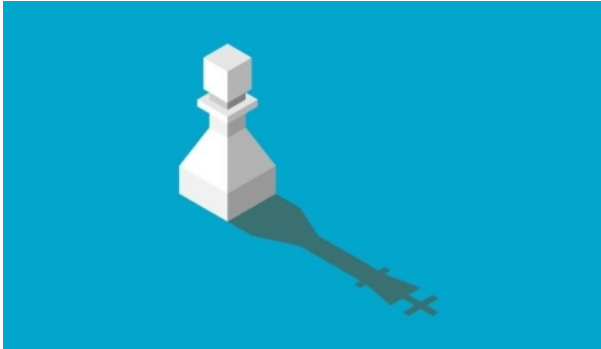
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# Why e-learning still has the power to transform

James Tyas

Senior instructional designer  
Saffron Interactive



Over the past few years, many people have been questioning the value of e-learning courses – including people within the industry itself. With so many ways in which organisations can now deliver learning, what use is there in an overlong ‘click-next’ SCORM package?

A recent award-nominated data privacy course is a prime demonstration of the vital role e-learning still has to play; one that can’t be replicated by other means. The true power of e-learning is in creating powerful, behaviour-changing insights on a wide scale that deliver realisations and transformations. This is exactly what was required with the introduction of GDPR legislation.

## Momentous learning

In Chip and Dan Heath’s book *The Power of Moments*, they define tripping over the truth as an ‘insight that packs an emotional wallop,’

and say that “When you have a sudden realisation, one that you know viscerally is right, you’ve tripped over the truth”.

I’m sure you’ve all experienced these serendipitous moments throughout your lives, where your perspective has changed in an instant. But moments of insight aren’t always serendipitous. They can be engineered in ordinary situations at work.

An example comes from this unassuming figure, Scott Guthrie.



In 2011, Guthrie was tasked with leading Microsoft’s fast-growing cloud computing service, Azure.

He went out into the field to get customer’s feedback and one thing became clear. The Azure technology was good, but it was hard to use. Guthrie knew Azure wouldn’t be able to meet its growth targets until it was much more customer-friendly.

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# Data is great but means nothing without context

Ashley Sinclair  
CMO  
Thrive Learning



A couple of years ago data became a big deal. It's massive now. Gartner forecast that the worldwide business intelligence and analytics market would reach \$18.3 billion. Not small.

It refers to the huge volume of information that every business collects, providing great potential insight into audience and customer behaviour. It can help guide decisions about future approaches and marketing strategies, increases ROI and conversion and even spot customer advocates that can be nurtured.

According to McKinsey, companies using big data can increase their operating margin by 60% and reduce expenditure by 8%.

L&D leveraging data for bottom line results

Those valuable improvements, iterations and insights that other business functions use every day could also be leveraged by the L&D function. Especially since the data is already at L&D's disposal. The business could reap improved bottom line results. How? Here are some examples of the positives:

- **Insight into audience behaviour**

Wouldn't it be great to know how your learners behave, both during learning and when logged in to the LMS? This knowledge would help to guide your future learning design - where to locate it and how to serve it.

- **Guide decisions about future approaches** Understanding your learners through data, will better inform your wider L&D strategy. For example, by letting go of approaches that aren't working in favour of those that are. This ultimately helps to increase learner engagement by giving them more of what they want.
- **Spot customer advocates** In a world of user-generated content and greater individual ownership of learning, it's important to identify advocates. You know the people I'm talking about. The folks who share, engage and positively talk about your brand and business (you have them, trust me). These people are your promoters within the business. With 37% of organisations reporting learner reluctance to engage, advocates will promote your learning, increasing its popularity. You just need to unearth your champions using behavioural data.

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# 5 tips for creating a winning Immersive Learning strategy

Christie Callahan  
Director of Marketing  
Trivantis



The headlines are everywhere; trade publications and industry conferences are headlining immersive learning. From virtual reality to 360-video, newer technology that simulates situations continues to get results and remains a hot topic. The only question is, what do you do with it?

## The e-learning piece that is missing

While there are plenty of resources that define these newer buzz terms, very few mention an important requirement; you need an imagination to author an effective immersive learning solution. While you can borrow ideas from powerful case studies, and test out new technologies, these five pointers may be more effective for inspiring a plan that generates praise and great outcomes.

### 1. Clearly define your objective

Forget virtual reality and immersive learning for a moment. Most organisations have a problem to solve, so consider where yours is struggling. Are costly mistakes an issue? Are injuries too frequent?

While most training goals tend to be about (1) reducing costs and (2) increasing efficiency, they can also be less conventional, such as improving patient health.

Obviously, an objective is already a normal part of traditional e-learning, but a precise goal is even *more* important with immersive learning strategies. Here's why.

C-Level execs are very busy, so newer technologies can be confusing (and even boring). Therefore, communicating *why* you are deviating from 'we've always done it that way' can be indispensable. After all, management won't approve what they don't understand.

### 2. Focus your strategy

Once you have a training objective clearly defined, you can start ideating ways to get to the finish line. For example, if your objective is to improve the outcome of high-stress situations, your learners may need more exposure to nerve-racking events.

Since virtual reality can simulate an 'almost real' scenario, provoking an emotional response may be the most promising strategy to give learners 'real-world' practice.

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# The four AI skills to master

James Wilson

Vice President

Cornerstone OnDemand



**With more and more jobs being performed by machine learning and artificial intelligence, employees need master the skills that robots do not possess – soft skills.**

Although learning and talent development managers are beginning to understand the importance of critical soft skills, many businesses are lagging behind when it comes to recognising the urgency. In the digital age, businesses can no longer rely on traditional methods of learning and training. Providing the basic skills for people to perform well in their job is no longer enough.

The recent [Future of Jobs Report](#) by the World Economic Forum highlights an important change rippling through society. *“As the rate of skills change accelerates across both old and new roles in all industries, proactive and innovative skill-building and talent management is an urgent issue. What this requires is an HR function that is rapidly becoming more strategic and has a seat at the table.”*

Organisations can no longer work with traditional talent development models, people need to start working on skills that enable them to have a competitive advantage, particularly with the rise of AI, automation and robotics.

Emotional intelligence, teamwork and communication, critical-thinking, and problem-solving are just a few soft-skills that are no longer nice-to-haves, but rather are critical to perform well in a job role. National Bureau of Economic Research ‘The Skills to Pay the Bills: [Returns to On-the-job Soft Skills Training](#)’ reveals that such training boosts productivity by 12 percent, increases staff retention by 10 percent and delivers a 250 percent return on investment.

So, what are the four soft skills people need to master in order to stay ahead, and how can businesses support this?

## Stay emotionally in tune

Emotional intelligence is essential in personal and professional life. The ability to understand and manage emotions as well as understand and influence the emotions of others, impacts how employees perform.

The key is for employees to develop awareness of emotions and manage these when required.

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# How to effectively manage e-learning projects

Trina Rimmer  
Community Manager  
Articulate



E-learning's success rests upon how well you plan and manage the project. You can have the most brilliant idea and the most perfectly designed course, but without a solid plan to manage the project from start to finish, you might find yourself facing frustrating—and avoidable—challenges.

No project management background? You're not alone. Most e-learning professionals pick it up through trial and error. But you can avoid a lot of the associated agony and learn how to manage e-learning projects effectively with a few simple planning tips. Let's start with getting your project off the ground.

## Understand the goals of the project

Most projects start with a request from a client—usually business managers or executives, or even from the training audience. When you receive these requests, it might seem like the next best step is to start negotiating a timeline for delivering training.

Not so fast! Without a good understanding of the goals, you and your client could end up having very different visions for the end result. The smartest move is to get on the same page. One way to do this is to hold a kick-off discussion. Let's take a closer look at some of the key points a productive project launch meeting should accomplish.

## 1. Nail down logistics

Before you start talking about logos and learning objectives, you should clarify the details you'll need for setting and managing expectations throughout the project. Start by asking questions like:

- What's the work we'll be doing? When will you need this done by?
- What's our budget? Who else is going to be on the project team?
- What roles will each team member have (eg, Subject Matter Expert, Content Contributor, IT/LMS Support, Decision-Maker)?
- How often should we share project status updates? Who will lead this effort?
- How frequently will we review the design to gather feedback from the project team? Who will be involved in review cycles?

Based on answers to these questions, you might uncover more questions—or save yourself from asking others.

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# The secret to marketing e-learning

Martin Baker

Founder and CEO  
Charity Learning Consortium  
and Clear Lessons Foundation



This is my Fairy Liquid approach to marketing. It's simple and effective, and works for marketing almost anything, but you'll have to wash the dishes yourself!



So, you've bought the most fantastic LMS and filled it with relevant, bespoke resources. You have built something expecting your learners to show up. So, where are they?!

Well, let me share my marketing 'secrets' with you which I hope will help. There are three simple golden rules to marketing pretty much anything, whether it's washing up liquid or e-learning. This approach should help you engage with your learners.

## 1. What is it?

We all know what washing up liquid is – so why do manufacturers like Procter & Gamble continue to spend millions of pounds on advertising? It's to keep their brand right in front of you, so the next time you go to the supermarket you'll choose Fairy Liquid. They're reminding you, so you don't forget.

When it comes to e-learning, you'll have wasted a considerable amount of time and money if your staff and volunteers don't know that it exists. And telling them just once simply doesn't work. There's an art to spacing out reminders ([Will Thalheimer's work on spacing](#) is really interesting) and manufacturers don't advertise continually, but they do advertise regularly and in all sorts of different ways.

In advertising terms this is known as [effective frequency](#) but its principles are similar to the learning curve - which you are more familiar with - i.e. greater frequency generally = greater effectiveness. According to [research by Eisend & Schmidt](#) an advert may only 'work' after being seen 10 times. So, get inventive and think like a marketing pro to advertise your e-learning.

Advertising doesn't have to be expensive or time consuming. Some of the best ideas are the simplest. At one Charity Learning Conference we learned about an L&D poster campaign in the toilets at Google HQ, appropriately called Learning on the Loo. Yes,

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# L&D for an L&D audience

Joanna Kori

Global L&D Manager  
LEO Learning and LTGroup



**This is the second in a series of three articles looking at the future-present of blended learning. [Part 1](#) addressed Flipped Learning and here we look at a present-day case study and the importance of measurement.**

In my previous role as an independent consultant, I've spoken publicly about three very different blended learning solutions designed for a diverse range of clients using a Flipped Learning model. Significantly, in these roles, I had the opportunity to receive and respond to the results of the solution being piloted:

2013: a 12-month accelerated leadership learning programme for a multinational drinks company featuring Breakthrough Performance Coaching via a mobile app for up-and-coming leaders from management and senior management.

2014: a global cruise ship staff induction within a challenging training and learning environment – this became a key case study for a book and course on blended learning, and was shortlisted for an LT Award for 'Best of Use of Blended Learning'.

2015: an all-Google apps blend called 'More Than a Hangout', based on running a series of online workshops about developing insights

from data, and how to think and work creatively in groups for a multinational search engine company.

The Flipped Learning model is part of my design DNA, and in my current situation, measurement can go beyond a check on whether learners are happy or not with their initial experience, and if any tweaks to a new solution are needed before moving on to the next project.

## Feedback loops

Measurement at all four stages of a Flipped Learning design on an ongoing basis has become a schedule of triggers to make a series of (sometimes quite small and immediate) strategic plays across a learning blend. These chessboard moves re-order, or increase learner access to, the different elements within the learning environment. And of course, we can add or improve elements in response to changing or emerging needs of our internal target audience.

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# Localised Microlearning: The answer to training a global workforce

Sara Bell  
Senior Marketing &  
Communications Manager  
RWS



YouTube is officially the world's largest training platform, solving people's problems in their jobs, studies or hobbies, for more than 7 in 10 viewers, according to research conducted by Think With Google.



In fact, of the top five reasons people turn to YouTube, three relate to learning, fixing or problem solving. The average YouTube duration is 4 minutes 20 seconds, indicating that people are most comfortable learning on demand and in short bursts. The market has spoken, and microlearning has become the training method of choice, picked not by academics or training gurus, but by learners themselves.

In order to accomplish a particular learning objective, microlearning users complete short, punchy micro-bites of training that last between two and five minutes.

Just like YouTube instructional videos, the learning can be accessed quickly and easily at the point of need and is available on any device, allowing employees to complete each lesson in a single session and take the opportunity to immediately put that learning into practice.

## The rise of self-directed learning

Instead of waiting months for a scheduled training session, referring to hastily scribbled notes or taking time away from performing tasks, users can learn whenever they want with material accessible within their workflow, while using rich media that fully engages their attention.

Its benefits are not limited to the learners either. For organisations, microlearning programmes are generally faster and cheaper to develop than standard training courses, which also makes them easier to update and refresh as practice evolves.

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# What does Design Thinking in language learning look like?

Armin Hopp  
Founder and President  
Speexx



This is the first of three articles on **Storytelling**.

Learning has traditionally taken place in classrooms full of people with a ‘one size fits all’ mindset when it comes to content, but learning is a personal process and demands a more customised, user-centric approach—especially when it comes to mastering a new language. Over the years, we’ve discovered that every learner has varied learning preferences, and modern-day learners are hungry for knowledge and eager to take control over their learning paths.

A recent survey conducted at Speexx Exchange Berlin, showed that 56% of L&D professionals believe a user-centric approach and Design Thinking are the top learning and HR-related trends for 2019. So how can HR professionals harness the power of Design Thinking in the L&D landscape?

## Defining Design Thinking

Let’s begin by defining ‘Design Thinking’. Psychologist Herbert A Simon introduced the idea of ‘changing existing situations into preferred ones’ in his 1969 article, *Sciences of the Artificial*. With this piece, he introduced a more human-centred approach to design—a qualitative, comprehensive concept that can

be applied to a variety of diverse fields, from medicine to education. However, it’s evolved even further as technology has started playing a significant role in our lives. In an era of digital transformation, when it’s all too easy to overlook the importance of human factors amidst rapid technological change, Design Thinking offers a way of understanding, assessing and testing user experiences truly empathetically.

## Applying Design Thinking in language learning

Design Thinking is broken down into five key steps—empathise, define, ideate, prototype and test—each of which can (and should!) be used by HR and L&D teams to improve workplace education and language training. With this in mind, let’s take a closer look at how it can be used in language learning.

### 1. Empathise: Understanding the language learner’s goals

The first step in developing language curricula is understanding the learner’s goals.

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# Doing more with less

Lars Hyland  
Chief Learning Officer  
Totara Learning



It's *the* eternal struggle for any L&D professional: "We want you to improve learning outcomes, but we're also cutting your budget. Now off you go to make it work!"

Doing more with less is always going to be a challenge for L&D teams, but this need not mean making radical changes to your learning programme - often, it's a matter of improving the capability of the systems already in place. Balancing greater efficiency with good performance can be tricky, but it's absolutely possible, even when L&D budgets are being slashed. While there is no magic wand, there are ways we can genuinely do more with less - so what are they?

## Breaking down silos

Sounds simple, but there's a reason that so many organisations complain that communication between teams isn't working well enough. Does your marketing team know what your technical team is up to? Is your IT team in the loop about your HR team's new software? And this is before we even begin to think about the freelancers, remote workers, external contractors and flexible workers becoming increasingly common in today's working world.

Breaking down silos means building communication channels. That might be as simple as sending around internal emails highlighting current projects, encouraging people to post on your intranet or internal forums. It could be about changing the way meetings are run to ensure that all the relevant people are kept up to speed on what's going on elsewhere in the business. Putting a little more effort into communicating will improve efficiency and help share expertise across the organisation.

## Social collaboration tools

On a related note, social collaboration tools are a great way to start doing more with less. This might be the tools you already have, such as Slack, Trello or company-wide messaging programs, or it could be a social learning platform. Informal learning is virtually always underrepresented in learning programmes, even though it plays an important role in cementing understanding. These tools can help you improve visibility, share knowledge and improve learning outcomes.

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# Five workplace trends for 2019

Liam Butler  
AVP

SumTotal, a Skillssoft company



**2019 will be an eventful year for HR. Across every industry, digital transformation is making its mark, with disruptive technologies like AI and blockchain starting to permeate the workplace.**

This, in turn, is changing how we work and the skills employees need to do their jobs proficiently. For HR departments, 2019's focus will be preparing the workforce for the digital future and adapting to an increasing reliance on digital processes. In particular, HR will see the five following trends:

## 1. Digitalisation and automation will shape the jobs of the future

According to the 'The Future of Jobs Report 2018' by the World Economic Forum, between now and 2022, jobs that are routine-based – such as data entry clerks or auditors – will be more susceptible to advances in new technologies and process automation. This does not mean people will lose their jobs. It means that their roles will be more augmented. HR's task is to start thinking about how to laterally move employees, so that they are not made redundant due to automation.

HR needs to think about the skills of the future. Firstly, organisations will require skilled workers who can programme, and fix and maintain digitally transformative technologies.

Given the current technology skills gap, HR departments should look internally for employees who are interested in learning these skills. Upskilling the current workforce is good for the bottom line and increases employee retention.

HR will also need to focus on cultivating employees' soft skills. As machines automate routine tasks, competencies like critical thinking and people management will become increasingly valuable, as these cannot be automated.

## 2. L&D will become a differentiator

As was the case in 2018, next year will be a job-seekers market. As HR departments continue to face the war on talent, they will need to ensure that they are offering potential employees an offer they can't refuse. One of the most important facets is career development. People want to work for companies that care about their personal development and offer a good career.

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## Resources & community discussions

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### Webinar: Top L&D trends in 2019

What is happening in Learning and Development (L&D), and how will things change this year? If you think there's too much noise out there, and not enough hard fact, you're not alone. Join Donald H Taylor as he explores the results of his sixth annual Learning & Development Global Sentiment Survey, when he'll examine why things have changed so much this year:

- What everyone's talking about – and what actually matters

- Which technologies are over-hyped, and which are here to stay?
- All change – why 2019 has shaken things up
- What the survey tells us about L&D
- How learning and development trends vary by geography

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### Organization Design for L&D functions

Ivor Williamson is embarking on a piece of work for a Target Operating Model for our Learning Function. Can you help Ivor understand what future type roles and skillsets in L&D should be considered? How are other larger MNCs looking to adapt their L&D function?

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### Learning Content Management

What's happening in the world of learning content management? Chris de Felice has hundreds of bespoke courses, all developed in Storyline. Many have been translated into fifteen languages. Maintenance is a concern. Should Chris continue with Storyline and live with the consequences? Or start again using an authoring tool with good content management functionality? How easily can the Storyline course be re-engineered?

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## How to jumpstart your Immersive Learning Plan

Practical tips to conquer common obstacles: finding a budget, gaining approval and managing resistance to change. This action-packed video can make a big difference and help you reach a critical step in your eLearning strategy.

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## Evidencing competency and combating employee compliance fatigue

This webinar explores how two regulated firms use AI to meet the regulators' expectations of assessing and maintaining competence. How can your firm move away from traditional 'boring' tick-box compliance training? What metrics can be used to measure training success?

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## SCORM: The basics and beyond

Practical applications of SCORM: deep dive into the technical standards being used in e-learning - how does it work in Lectora and Lectora Online. What does the future of SCORM look like, eg xAPI?

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## The future of L&D is Artificial Intelligence

How will L&D stay relevant in the corporate landscape and is it only a matter of time before the L&D function is displaced entirely in some sort of self-serve model? This paper looks at why AI is going to form a critical component of every firms L&D strategy in the future.

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## How to Measure Language Training ROI

LinkedIn surveyed hiring managers to identify the soft skills most in-demand by employers. Communication was at the top of the list. For companies with a multinational workforce and/or customer base, language training contributes heavily toward meeting this demand.

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## Developing a results driven curriculum

Kineo's new Designing for Results eBook provides L&D professionals with 5 easy steps to creating curriculums that produce measurable business impact. Download the eBook to explore the 5 Steps to a Results Driven Curriculum.

[Read more](#)



## Learning to become digital

We're all being transformed by technology and our skills are being upgraded or replaced. Download our report to learn more about:

- The digital revolution
- Getting into the digital-first mindset
- Building digital capability
- What it means for leaders
- What it means for employees

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## How Language Impacts Business

How valuable is language training to *your* business? How can an organisation convert the time spent on language learning into actual value? The Rosetta Stone Business Impact Survey presents the key results to help HR, L&D and business line leaders, to understand the impact.

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## **How HR technology is reshaping the hiring process for job candidates**

It is now harder than ever to attract and hire top talent with the US unemployment rate at 3.7%, a historic low and one some consider full-employment. Ninety percent of CHRO's say that competition for critical talent will increase over the next 12 months.

[Read more](#)



## **Defining the learning objectives of your corporate compliance training**

Compliance training isn't as simple as ticking boxes. In order for your corporate compliance training to be effective, you need to devise a solid learning strategy. One of the most important parts of this is defining your learning objectives.

[Read more](#)



## **Points in gamification: 3 Ways to go beyond the basics to create great learning**

When they're well-designed, elements of gaming can make learning compelling. In this blog, Lead Learning Designer Rich Calcutt and Learning Designer Alan Stewart examine the point of points in gamification, and offer three great tips to make your learning feel meaningful.

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## **Learning Experience Platform live demo**


Want to do more than 'learning management'? Then you need more than a learning management system. Discover the new kid on the block, taking the best bits of social platforms, LMSs and more to create a system which gives personalised experiences for every learner and drives engagement in your business.

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by CallidusCloud

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## Netex



**netex**  
INNOVATIVE LEARNING EXPERIENCES

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## nimble

**nimble**<sup>®</sup>  
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## PeopleFluent

**PeopleFluent**<sup>®</sup>  
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## Saba



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## Thrive

**THRIVE**  
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## Totara

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## Unicorn

**unicorn**

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## Watershed

**W**  
Watershed

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## Wranx

**wranx**  
Effective, Measurable Learning

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## Learning Technologies 2019 event update

Registrations have already exceeded expectations so far, therefore we recommend that if you plan to visit Europe's leading L&D event that you register now to be kept up to date with all the latest news.

**Entry is absolutely free** to the exhibition and seminars and getting your badge in advance will help avoid queues on the day.

### Free exhibition registration

Register now for free entry to the Learning Technologies 2018 exhibition and seminars:

[www.learningtechnologies.co.uk](http://www.learningtechnologies.co.uk)

### Free seminar programme

Keep an eye out over the coming days, where we'll be launching the 2019 Learning Technologies seminar programme.

### Exhibitor list

To view the full list of learning providers at the exhibition:

[www.learningtechnologies.co.uk/exhibitor-list](http://www.learningtechnologies.co.uk/exhibitor-list)

We look forward to seeing you at our new home at the ExCeL, London!

# Keep in touch with L&D professionals



## Twitter

For the LT19uk conference or exhibition include the hashtag **#LT19uk** in your tweets and **#LSGwebinar** for the twice a month free Learning and Skills Group webinars. The Learning Technologies twitter feed is at **@LT19uk**. Follow all our accounts to be first to hear our news and special announcements.



## Facebook

Connect with our **Facebook page here** and hear about all our news in your regular Facebook feed!



## LinkedIn

Our **Learning Technologies Networking Group** is here don't forget to join if you've not already!



## Video

Check out our **YouTube video channel** for the latest and historic recordings of conference and selected free seminars. There is now a huge selection to choose from and don't forget to subscribe to be alerted to all new additions!