

CREATING AGILE DIGITAL LEARNING FOR YOUR ORGANISATION: A QUICK REFERENCE GUIDE

BY ANDY LANCASTER,
HEAD OF L&D CONTENT, CIPD



In partnership with



START HERE

1. WHAT IS THE LEARNING NEED?

Start with the need, learn about the context, not the technology

2. WHAT IS THE RIGHT WAY TO DELIVER?

Think about the balance of content, community and classes for your learners

3. WHAT CAN I CREATE MYSELF?

Explore options for low-cost digital learning assets (ideas overleaf)

4. WHAT CAN MY LEARNERS CONTRIBUTE?

Discover the potential of learners as co-creators of resources

5. WHY AM I USING DIGITAL?

Make sure you are motivated by the why, not the how and what of digital

5 KEY
QUESTIONS
TO ASK BEFORE
YOU START
CREATING
DIGITAL
LEARNING

7 COMPELLING BUSINESS REASONS TO USE DIGITAL LEARNING

1 SUPPORTING A DISPERSED WORKFORCE

With increases in remote and flexible working, as well as global workforces, digital learning can engage and encourage collaboration across geographical boundaries.



2 JUST IN TIME LEARNING IN THE FLOW OF WORK

Rather than block classroom learning interrupting the workforce or learners waiting months for training, digital learning can provide knowledge when it is needed.

3 BITE-SIZED RESOURCES

Research shows that bite-sized learning, rather than feasts, is the most easily absorbed and retained; fitting in with short attention spans and busy schedules.

4 SAVING COSTS IN TIME AND MONEY

Cost effective digital learning saves organisations costs like travel, venues, expert speakers and lost working hours, plus resources become reusable assets saving time.

5 MULTI-GENERATIONAL METHODS

With four distinct generational groups potentially working together, L&D professionals need a broader range of tools to make learning accessible, relevant and engaging for all.

6 ENABLING SELF-DIRECTED LEARNER CHOICE

A digital approach can give learners responsibility for their own learning experience, allowing them to set the pace and make choices, without losing measurability.



7 ACCESSIBILITY IN OWN TIME

Handheld technology makes learning-on-the-go a great option for busy workers, making the most of their commute to get ahead.

7 IDEAS FOR CREATING YOUR OWN COST-EFFECTIVE DIGITAL ASSETS

1



CURATE & SIGNPOST RESOURCES TO SUPPORT LEARNING

With the vast resources available online, rather than creating everything yourself, curate what is relevant and encourage your learners to do the same.

2



CREATE LOW COST VIDEO OR AUDIO ON SMARTPHONES

Not all video assets need a film crew and editor, use your own technology to capture interviews or opinions to use in your learning toolkit.

3



WORK OUT LOUD THROUGH E-ARTICLES, BLOGS & VLOGS

Make a virtue of your thought process by sharing it through online blogging, building up a useful bank of sharable knowledge.

4



CREATE SOCIAL DISCUSSION FORUMS & SHARED SPACES

Give learners the opportunity to share knowledge, inspiration & ideas; helping them to embed what they have learned and build a community of practice.

5



USE 'BACK-CHANNELS' TO EXTEND LEARNING EVENTS

Even in a more traditional classroom setting, digital tools like social media can add an additional layer of understanding and extend the impact of the learning after the event.

6



SIGNPOST EXTERNAL 'COMMUNITIES OF PRACTICE'

In addition to organisational communities, broader networks across industries and countries widens contextual understanding and contributes to ongoing professional development.

7



DELIVER 60-MINUTE ONLINE WEBINARS

Slot interactive hour long sessions into your online programme, giving the chance for more in-depth content and discussion.

NEED SOME INSPIRATION?

If you are keen to understand more about digital learning or need to update your knowledge, CIPD has developed a series of L&D short programmes and qualifications, delivered online by CIPD Enterprises in partnership with AVADO.

Deep dive into digital learning design, work towards a recognised CIPD Intermediate qualification or tap into bite-size resources in the Future of HR and Learning Hub - all whilst experiencing online delivery first hand.

To find out more contact cipdtraining@AVADOLearning.com or call 020 7173 5909.

