

Gaining Skills Insights through Learning Design

#WOL25

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Learning Design

Learning Analytics



Maturity



1. Initial metrics



segmented analysis

2. Assessment

Assessment tests

3. Learning Transfer

eg pre + post measures

360° feedback



self reporting

eg on a weekly basis

4. Performance Metrics

changes in business outcomes

5. Advanced Tools

eg using AI



Useful Tools for Behaviour Change

- o Learning Transfer Evaluation Model
- o Use of Behavioural Anchors to measure before + after

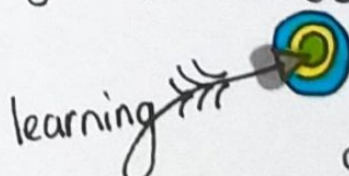
Useful approaches

- * weekly self-reporting
- * mono commitments to a single behaviour change
- * accountability partners



Modify Learning Design to Impact on Performance

directly link learning to specific performance goals/outcomes



Using AI

- * to modify + individualise learning
- * use of voice bots to enable real-world practice + AI-driven feedback
- * sending nudges

created by Rachel Burnham