

BECOMING AN AGILE LEARNING ORGANIZATION

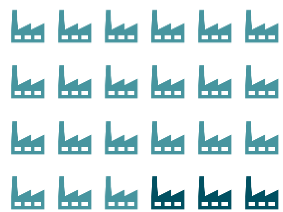
Between October 2016 and January 2017, undconsorten interviewed learning executives from 24 large international corporations about how to become an agile learning organization. Here are some of the key insights:

WHAT DEFINES AN AGILE LEARNING ORGANIZATION?

- 1 SPEED**  Ability to develop and implement learning solutions quickly
- 2 FLEXIBILITY**  Ability to respond and adapt to changes and new requirements
- 3 LEARNER CENTRICITY**  Strict focus on and consideration of learners' needs

WHAT ARE THE CORE CHALLENGES FOR AGILE LEARNING ORGANIZATIONS?

100 % of the interviewed companies are currently experimenting with or applying **agile methodologies in the production of learning solutions.**



All 24 companies see the future of learner navigation in **intelligent, self-learning algorithms**, and three of them are already using them.

While **83 %** agree on the necessity of **embracing and promoting user-generated content**, only

8 % feel prepared to deal with the complexity surrounding platforms, compliance and curation.

All participating companies understand **learning as a continuous process** instead of individual interventions.



So far, **33 %** of them have structured their portfolio accordingly.

92 % considered it essential to **provide self-service-tools with anytime/anywhere access** to the learner, but only

8 % rate themselves **currently fully capable** of providing this service.



79 % of the companies regularly **involve experts and learners in the development** of new learning content.

HOW CAN I MAKE MY LEARNING ORGANIZATION MORE AGILE?



Establish “learning agents” to create learning interactions in day-to-day business



Drive continuous improvement through regular retrospectives



Organize “learning to learn” sessions where learners develop content



Release learning solutions in small chunks



Promote and support production of user-generated content



Use intranet traffic and recommendations to adjust learning offer



Combine crowd-intelligence with curation



Monitor and evaluate usage of learning content to identify needs



Use artificial intelligence to organize content



Don't shy away from guidance by suggesting learning paths