

HOW TO MAKE LEARNING STICK



Supporting employees through change is one of the most important drivers for learning and development teams today. But it doesn't just happen because someone attended a course or clicked through to view some digital learning. The only way to truly understand if people are changing is through feedback from others, which is why a continuous, social approach to learning has become business-critical for L&D.

HOW ARE LEARNING ORGANIZATIONS FAILING?



Two-thirds fail to systematically support learner's application of learning in the workplace.



Less than one-third look to sustain learning in the workplace



More than 55% fail to consistently measure learning progress



60% are failing to systematically drive the development of mastery and expertise



Only 1 in 4 routinely adopt multi-channel learning delivery

4 WAYS TO MAKE LEARNING STICK



SOCIAL

Know that all the best learning is really “**social learning**,” and design it around **collaboration**.

CONTINUOUS

Think “**learning cycles**” and how they can power **continuous** learning.

NUDGE

Nudge learners at each step of their learning cycle to build and develop higher performance.

TOUCH

Think of learners like consumers and **touch them when they need help the most**— when they are applying and sustaining learning in the workflow.

HOW TO GET STARTED



Focus on specific use cases



Do a proof of concept



Remember senior stakeholder demands



Understand spaced learning

'Based on research from Fosway Group, Europe's #1 HR Industry Analyst



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