
10 Training Trends You Need to Know for Business Success

In today's ever-changing and highly competitive marketplace, it is key for organizations to be flexible to change. That includes learning management practices and solutions. As a result, companies are shifting away from traditional methods of learning in favor of more effective techniques. Here are our 10 surprising trends in training that are shaping the future of employee learning.

Make Learning Short & Sweet

Micro learning, commonly referred to as bite-sized, is an engaging and highly effective practice. Rather than learning all material at once, participants can learn small chunks of information at a time. This makes comprehension easier without spending too much effort. Trainers can set the speed at which topics are presented to learner needs, make use of more or less repetition to reinforce learning and bring back content where learners show weakness.

Personalized Training

This form of learning is making great strides in education, and the corporate world is taking note. With adaptive learning, employees can be monitored individually and in real-time to determine a learning approach that best suits their needs. This practice is effective at improving efficiency, as well as employee engagement and retention since it allows workers to build confidence and overall expertise.

Know Your Company's Values & Goals

Learning of the past involved teaching general knowledge, skills and behaviors. Today's learning is closely aligned to overall corporate strategies and goals in order for companies to achieve results. Training must connect employees to the big-picture, companywide objectives.

More Cross-Department Collaboration

A company's departments are connected and a problem in one area can have a ripple effect on others throughout the business. Working together means a shared vision for both short and long-term goals. It opens the door to greater transparency and makes sharing data and correlating training to results easier.

Video-Based Learning

Open online courses and other forms of online training ushered in the era of video. **More than 80% of learning takes place visually.** Video-based learning is being used more and more, not just in online courses, but in traditional and blended learning as well.

Mobile/Online Learning

9-to-5 at the office is still relevant, but with advances in technology and cloud services, it's becoming more commonplace for companies to be virtual. Today's office can be your home, the park or even a coffee shop, allowing employees to work remotely and with flexible hours. As a result, the availability of learning programs on mobile devices is on the rise as workers can participate in trainings at a time and place that best suits them.

Streamline Training to Save Cost & Time

Automated technology can help with assessment questions, exercises and tests based on the course material. Implementing these technologies provides significant savings in cost and design time. This allows companies to focus on improving the content and media used instead of laboring over extensive program details. Also, employees are more engaged and active throughout the learning process.

Play Games

Yes, valuable information can be learned from playing games. Gamification involves applying game design elements and principles to engage and motivate learners with the intent of achieving a set goal. Audiences have the opportunity to compete in a fun and collaborative learning environment. Gamification can result in a more enriched training experience which participants favor for retaining information.

Going Social

Businesses are embracing social media and investing in collaborative learning tools to enhance employee engagement and foster a better learning environment. This approach is still in the early stage as companies explore and discover effective tools for training and learning practices. Currently, document sharing, discussion forums and blogs are being utilized.

Demand for Data

There's a greater volume of information now available for organizations with learning analytics. Data reveals what employees understand, the effectiveness of training programs, and more insight into the interaction between employees and technology. Companies can keep track of learning processes and gauge what is working in employee training and what is not.