

Key Best Practices for

DELIVERING AN IMPACTFUL

Learning Experience

the new world of **EMPLOYEE LEARNING IS...**



digital, cloud-based



personalized

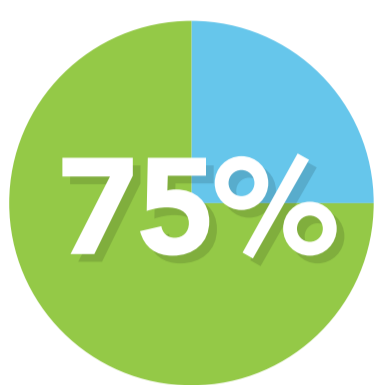


mobile friendly

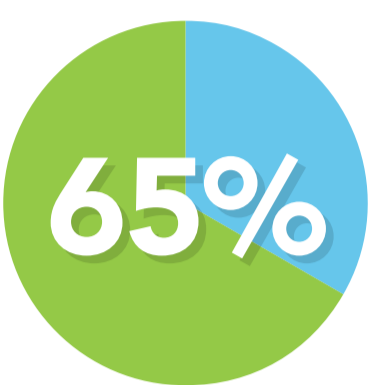


quick and easy

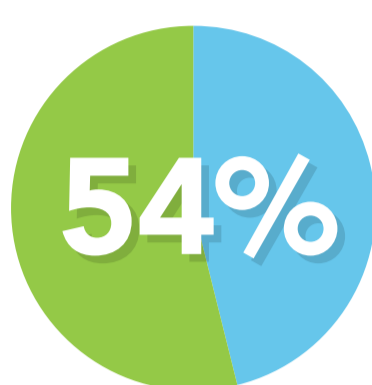
EMPLOYEES CRAVE GROWTH



want training¹



try to get as much training as possible¹



believe training helps them achieve their goals¹

learning is needed **ACROSS MANY INDUSTRIES**



Manufacturing



Construction



Retail



Hospitality



Financial



Healthcare

Deliver Robust Content in an Impactful Learning Environment

1

Focus on content that improves performance on the job

Less is more. "Nice-to-know" is irrelevant. Apply 80/20 rule when developing your content.

2

Create "Snackable" training

Content should be digestible in minutes, not hours. Training segments that are 10-15 minutes in length seem to be best.

3

Give employees tools to discover new things on their own

62% of high performers use personalized learning as part of their learning strategy.²

People prefer discovery over being told what to do. Employees will tune out long presentations and lectures.

4

Let your employees take the lead.

Peer learning can be powerful. Enlist learners as curators who can maintain and expand the base of learning content over time.

Colleagues can have more credibility than the instructors.

5

Flip the Classroom

Use people's time together for discussion, not content review. Only 15% of what's taught in traditional workshops shows up as a new behavior on the job.²

6

Make it Mobile

Mobile learning now ranks among the top three business development priorities for companies.² Format content for smartphones, iPads, laptops and other devices.

learning **MADE SIMPLE**

Now you know the facts, how can you deliver the training your employees want? Litmos by Callidus Cloud, integrated with ADP[®] provides...



Custom Branding



Multi-language Support



Full Mobile Support



Courses & Learning Paths



Gamification & Leaderboards



Assessments & Tests



Surveys & Feedback



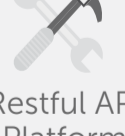
Instructor-led Training



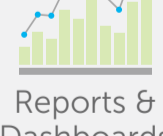
Built-in Integrations



eCommerce-Enabled



Restful API Platform



Reports & Dashboards



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Get everything you need to manage your people better, from hire to retire. Say goodbye to siloed systems, and hello to powerful HR apps all in one place – connected to your ADP solution.

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- Single sign-on

Integrate your ADP solution with Litmos to **seamlessly deploy a robust training solution** across your organization.

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¹ADP Employee Engagement Study, July 2016 ²The New Wave of Digital Learning, August 2017, The Brandon Hall Group

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