



DAYS
Empowering people

INOVATIVNE METODE U KORPORATIVNOM UČENJU

Learning Disruption

Alan Žepec, CEO



#2029



Problemi

Zastarjele
poslovne
prakse
učenja

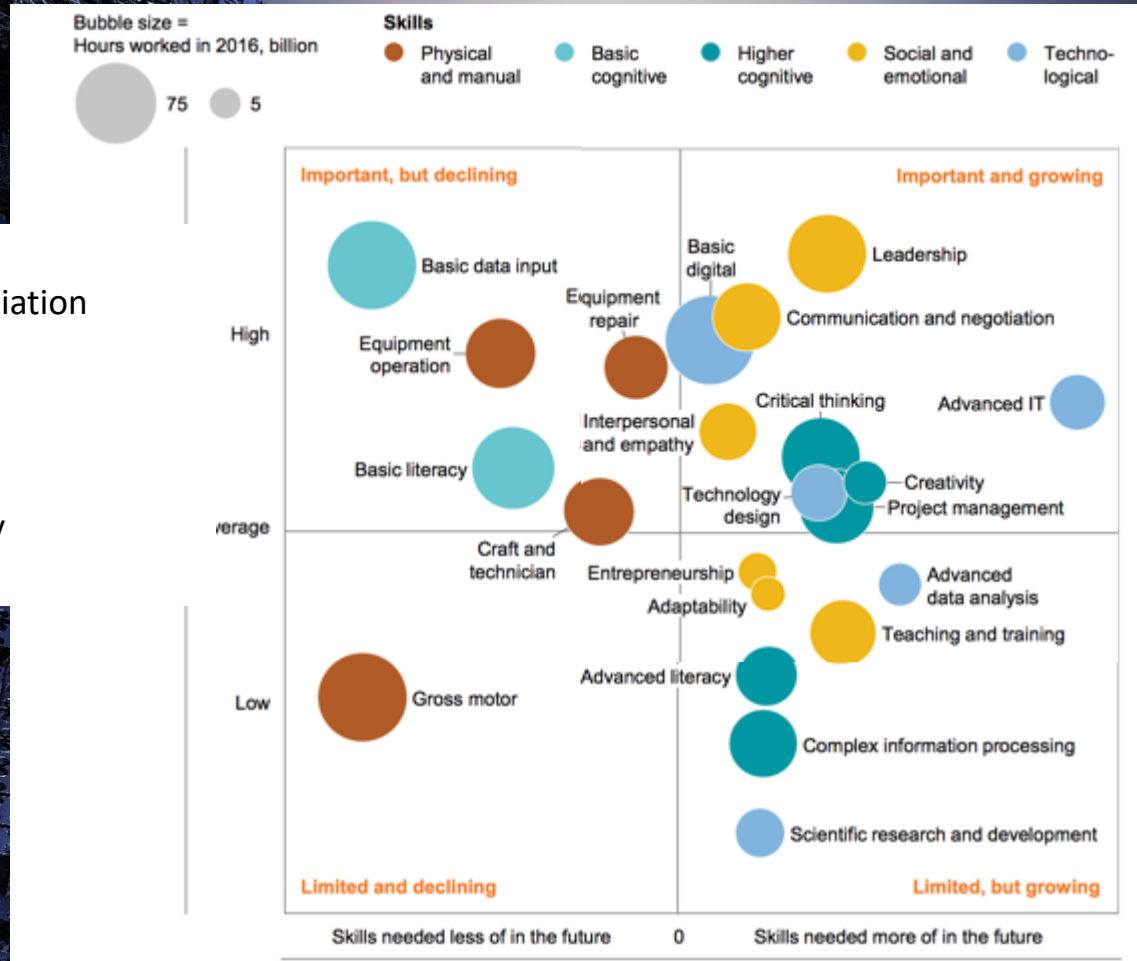
Premalo
digitalne
tehnologije

Drugačija
potreba u
e-učenju

Slaba
angažiranost
kod e-učenja

Vještine sutrašnjice su transverzalne, 2018: McKinsey

- Leadership
- Communication & Negotiation
- Critical Thinking
- Entrepreneurship
- Adaptability
- Teaching and Training
- Interpersonal & Empathy
- Creativity



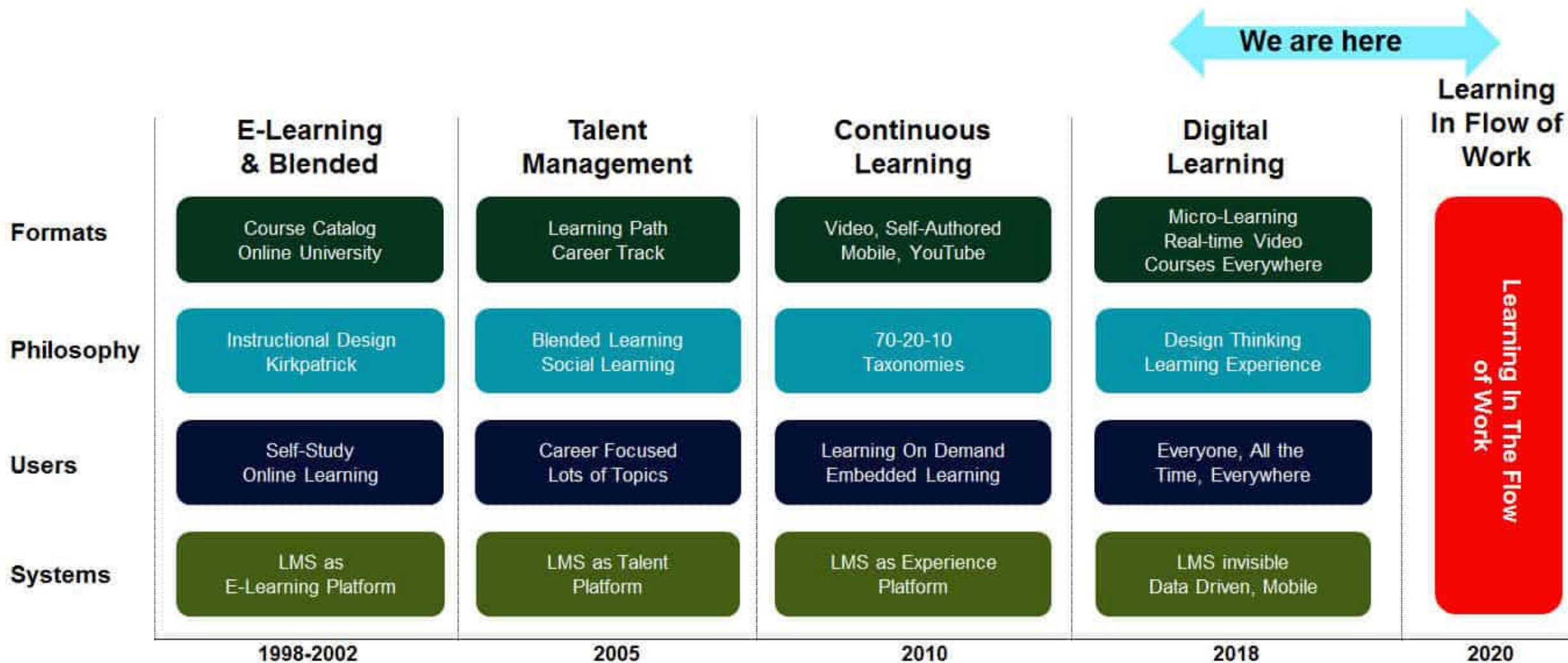
Preferencije u učenju se stalno mijenjau

1. Personalizacija
2. Umjetna inteligencija
3. „Learning analytics”
4. Učenje kroz kolaboraciju
5. Mikro učenje
6. „Learning experience platforms”
7. Virtualna stvarnost
8. Mobilno učenje

Što nije ušlo u top 5 područja 2019.?

- Gamification
 - Video
 - MOOCs

Kako se organizacijsko učenje razvijalo



- Dashboard
- My Team members
- All Types team profile
- Recommend BETA SOON

All types ▾ All publishers ▾



PATH

Welcome to your UK Induction



1h45 min



PATH

Developing Business Acumen

45 min



PATH

Drive your sales performance

45 min



PATH

Creating Collaboration & Inclusion

45 min



PATH

Paths to Performance



1h16 m



OPEN ACCESS

Developing Operational Performance

42 resources



PATH

Well-being, collaboration and diversity



45 min



PATH

Strategies for Effective Talent Management

35 min



PATH

New releases



1h00 min



OPEN ACCESS

Ensuring Well-being & Engagement

58 resources



PATH

Digital Literacy, by CrossKnowledge

35 min



PATH

Develop with CrossKnowledge Sessions



35 min



OPEN ACCESS



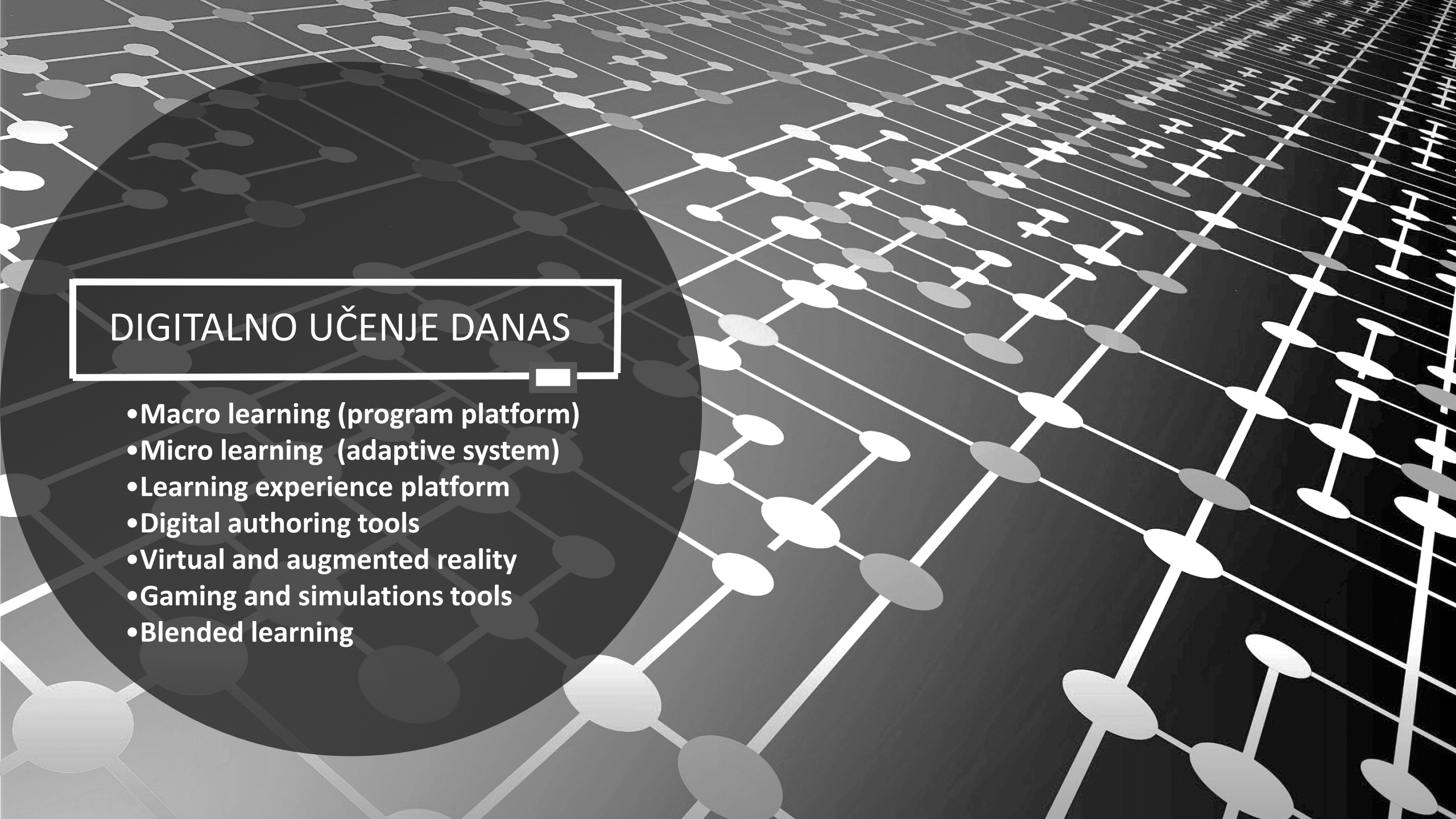
PATH



PATH



PATH



DIGITALNO UČENJE DANAS

- Macro learning (program platform)
- Micro learning (adaptive system)
- Learning experience platform
- Digital authoring tools
- Virtual and augmented reality
- Gaming and simulations tools
- Blended learning

110

DASHBOARD
PATH
PEOPLE
SHARE

UVOD

Modul 1: FROM REACTIVE TO CREATIVE MIND

Pitanje za Vas Open question 2 min	50 PTS
Pogledajte što Robert Hogan kaže o tamnoj strani osobnosti Video 2 min	10 PTS
Što Vi mislite o tamnoj strani osobnosti? Poll 3 min	30 PTS
Evo što Susan David kaže o potiskivanju emocija Web site 3 min	10 PTS
Radionica u Golf&Country klubu Classroom activity 16 h	200 PTS
MLA Mod 1 Reading document	
Vaša refleksija nakon sastanka u paru Open question 3 min	100 PTS

Što je za vas osobni razvoj lidera u jednoj rečenici?

16 learners

94% (15) completed

6% (1) not started

15 learner replies

0 comments

15 likes

Most recent ▾

Denis Burak
04/03/19 23:34

Unapredjenje kompetencija, komunikacije, vođenja, svjesnosti...

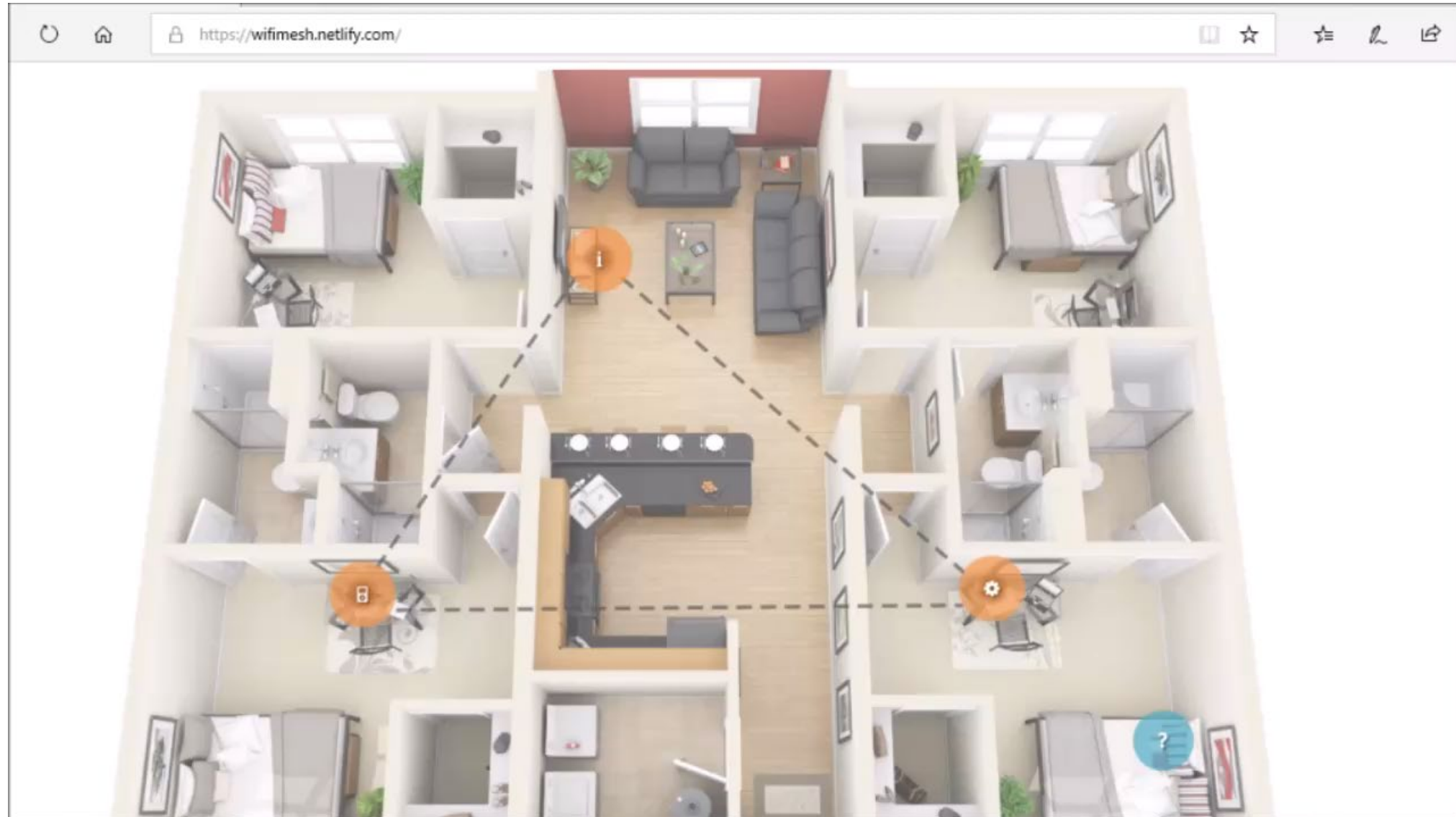
Comment

Muamer Trako
04/03/19 22:08

Jedini način za kontinuirano igranje u vrhunskoj ligi.

Comment

Micro learning (adaptive system)



Learning experience platform



DECATHLON

Digital authoring tools

The Feedback Wrap

Click on each image.

Describe your
context



List your
observations



Express your
emotions



Sort by value



Provide
suggestions



DVDFVideoSoft.com
Free version

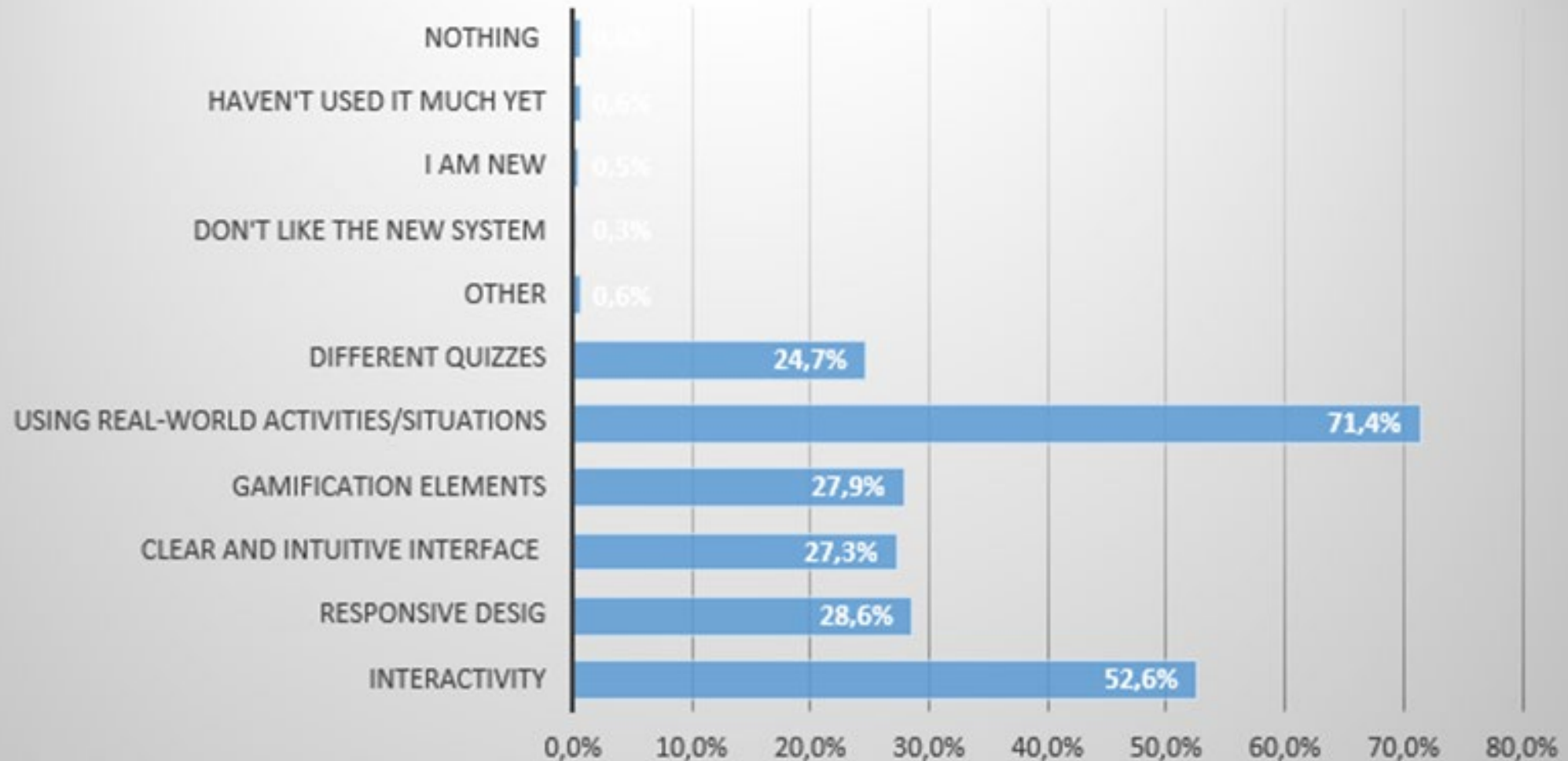


Virtual and augmented reality



Internal survey

What do you like the most in new mLearnings



Gaming and simulations tools



[Objective](#)[How to play?](#)[Leaderboard](#)

In response to your leadership style

Remember to adopt a leadership style with each of your team members according to their skill and morale levels. Only half of your team responded positively for the leadership style you adopted this week. Be sure to review your style at the beginning of next week.

View History

Average Impact

0

Skill

+1

Morale

+1

Result

Day 2

Week 1/8

Time left 19:56

56 Team Skill

55 Team Morale

60 Team Result

Target: \$ 0 / 240,000

Sales lead: 2

Qualify: 1

Proposal: 0

Negotiate: 0

Conversion: 0

Sales Funnel

 Kent Goldberg 30 Skill 24 Morale 51 Result Your Style with him DIRECTIVE	 Justin Keel 22 Skill 43 Morale 55 Result Your Style with him DIRECTIVE	 Green Bell 89 Skill 59 Morale 72 Result Your Style with him PARTNERING	 Jack Holt 92 Skill 87 Morale 97 Result Your Style with him ENTRUSTING	 Ruth Ether 80 Skill 49 Morale 64 Result Your Style with her GUIDING
 Beth Killiney 25 Skill 72 Morale 44 Result Your Style with her DIRECTIVE	 Derick Kaynes 70 Skill 70 Morale 61 Result Your Style with him PARTNERING	 Lowe Rex 80 Skill 44 Morale 66 Result Your Style with him DIRECTIVE	 Peter Higgins 10 Skill 17 Morale 18 Result Your Style with him DIRECTIVE	 Mandy Lobert 60 Skill 82 Morale 73 Result Your Style with her GUIDING

Actions

- Meet the Team
- Energize team
- Send email
- Swap / Reassign roles
- Send for training
- Hire member
- Fire member
- Meet Face to Face
- Assess member
- Reward member
- Set Goals
- Coach member
- Give feedback

Support

KNOLSKAPE

Type here to search

ENG 8:48 PM
US 6/11/2017

Gejmificirani assessment

YOUR SCORE SUMMARY



Working Memory



Your score lies in the low range when compared to the norm group. It may mean that quite often you experience difficulty in recalling known information while trying to make sense of new data that you have encountered.

Detailed interpretation of your working memory score:



Your score lies in the low range when compared to the norm group. It means that when compared to the norm group:

You tend to be comfortable with:

- Working on familiar sets of information even if they involve multiple steps, tasks or directions. you may find it difficult to follow multi step directions. Synthesizing new bits of information may be strenuous as it may hard to ignore irrelevant information and remain focused for long periods of time.

You need to be mindful of:

- Missing of deadlines due to the strain experienced in synthesizing new bits of information especially in unfamiliar tasks or new project.
- Unfinished tasks since several steps or huge loads of information to be worked on simultaneously could be strenuous.

Recommendations:

- Use technology - a notepad app on phone or tablet to keep a running to-do list or a calendar app to remind of upcoming appointments.
- Chunking - organize large pieces of information into bite sized chunks. This will help in comprehending multiple data sets and better recall.
- Practice online brain training games - an example is Cogmed's evidence based interventions to improve working memory
- Exercise - some past neurological studies have shown that working memory increases with daily exercise. While the reasons for this aren't fully understood, scientists believe physical activity improves the health of brain cells. It can also indirectly affect memory by improving mood, helping you sleep better, and reducing stress, all of which have a direct effect on cognitive abilities.

Individual Report-1@id.com

KNOLSKAPE

DETAILED ANALYSIS OF YOUR SCORE



Working Memory

What is 'Working Memory'?

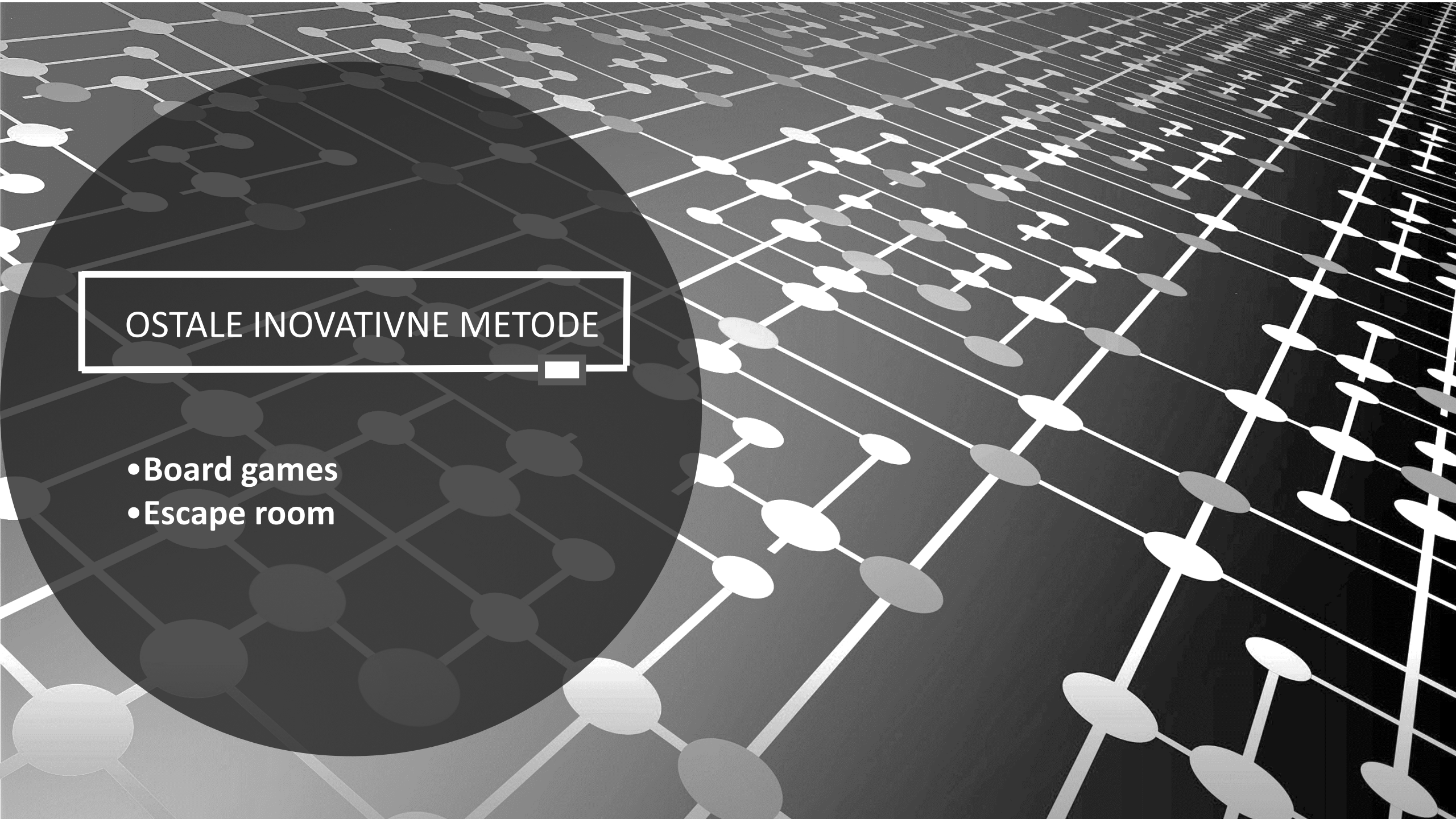
Working memory is the 'workspace' of our mind. Memory is an 'executive' function that impacts all aspects of our lives - personal, professional and social. Working memory which is one of the types of memory, by definition, is the brain's processing system that allows us to mentally work with a limited amount of information in the now.

Why is Working Memory important?

Working memory have been claimed to be "among the most widely used measurement tools in cognitive psychology" (Conway et al., 2005). Neurological studies indicate that there's a strong link between working memory and the ability to focus and learn. Working memory is not only important for carrying out complex cognitive tasks like language comprehension, reading, learning, or reasoning, but also one of the most important enablers of problem solving.

[Peter Doolittle sums it up brilliantly in this TED talk](#)

11/11/2016



OSTALE INOVATIVNE METODE

- Board games
- Escape room

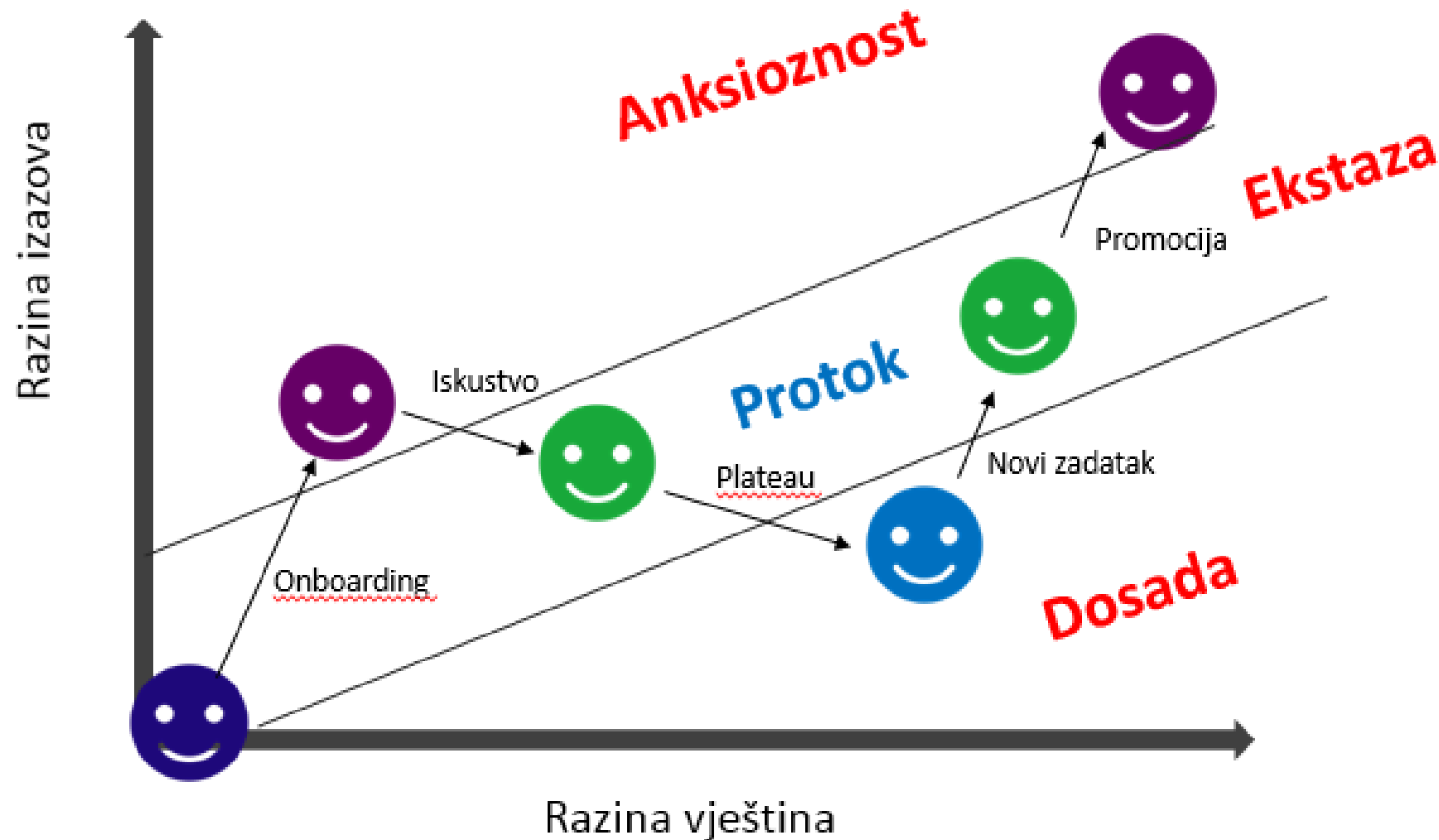


Ova mapa učenja je dizajnirana da pomogne menadžerima i zaposlenicima razumjeti proces i pripadajuća ponašanja.

Escape room: Spužtanje strategije



Kako kreirati „Flow” – odgovarajuće vještine uz odgovarajući izazov



Ako se vještine podudaraju sa izazovom, možemo učenje koristiti za povećanje **produktivnosti, energije i angažmana.**



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ŠTO DALJE?