

# Good Sprints are EPIC



## Expert-Led

Bringing in internal and external expert perspective

E

## Problem-Based

Connecting to a business problem, challenge, or opportunity



P



## Integrated

Engaging with the material while working and applying the material to work as learning occurs

I

## Collaborative

Group-based collaborative learning and problem solving in purpose built groups



C

# Guided Learning Journey **Blueprint**



# Key Design Principles

f o r d i g i t a l l e a r n i n g

There are 10 Design Principles which are the foundation for effective digital learning design. These proven principles are rooted in neuroscience, educational psychology, philosophy and anthropology. Following these principles will produce outcomes that greatly surpass those of traditional e-learning.



01

## Social & Active

Connecting people to people and using content as a lens through which they engage in real work; solving problems, teaching and learning from each other. Active connection matters for learning outcomes.

02

## Practice & Feedback

This is the number one way to develop expertise and achieve expert performance. Deliberate practice in a feedback rich environment provided by Guides and Coaches along the way.

03

## Journey, not an Episode

Learning interventions must have space for practice, getting better, and feedback. Interventions designed without these are recipes for failure. Remember, active connection matters for learning outcomes.

04

## Chunking & Linking

Taking a long learning journey and spread it out. Breaking content into manageable pieces. This helps drive engagement.

05

## Multi-Modal

Switching modes or learning activities. Read, watch, reflect, discuss, problem-solve, are examples of 'mode-shifting' and drives high engagement. Simply put, various types of learning to keep learners engaged.

06

## Spaced, not Massed

'Leaving space' for learning. 30 minutes per day or an hour per day instead of 'Massing' the content into a long zoom meeting or a single day of learning. Learners are given space to process and digest information.

07

## Synchronous & Asynchronous

Making sure there are things learners can do at any time, pace, or place followed by live events with a specific time and place for learners to participate in live discussion. Learn at your own pace alongside others.

08

## Scaffolding

Providing extra capabilities to learners. Job aids, tools, or a coach. This extends the range of capability of a person and will help elevate their learning.

09

## Progress Principle

Learners must feel like they are making progress toward a larger goal. Badges, certificates, or a degree. When the feeling of forward-progress drops, so does the completion rate of the learner.

10

## Magic Moments

In each learner touchpoint, try to create a magic moment. Build in 'a-ha' moments in each lesson or program. Think about how where they could be built in. Learners will know them when they experience them.