# SMARTERPATH WORKPLACE LEARNING

The way employees work and learn today is changing rapidly.

Changes in the global market are also changing the way people work and learn in the workplace, as well as how knowledge is applied there according to Harold Jarche. Implicit knowledge, which is acquired indirectly, replaces explicit knowledge, which can now be generated by machines and artificial intelligence. Formal learning will be replaced by informal learning. Best practices are developing quickly and constantly.

The network era work & learning shift
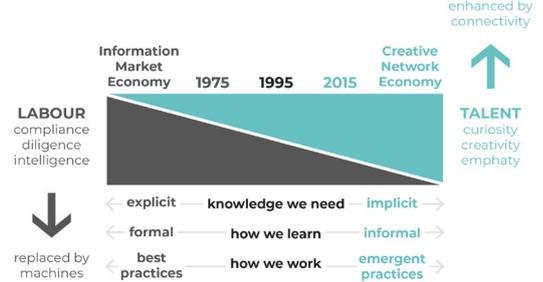
jarche.com

The flood of information is constantly increasing and routine work is disappearing. Employees must gather more and more information and knowledge from scattered systems. Classical learning management systems with purely formal learning methods are not capable of easing the stress of using varied systems. They increase pressure by distributing inflexible knowledge and information from the "top down" rather than adapting the information flexibly, in the same way systems fluctuate.

SMARTERPATH WORKPLACE LEARNING

combines the functions and advantages of the two worlds, Enterprise Social Networks (ESN e.g. Office 365) and Learning Management Systems (LMS). Users benefit from easy-to-create learning paths that combine different types of content with access to experts and power users. Tests, reporting and gamification functions ensure holistic learning approach at the workplace.
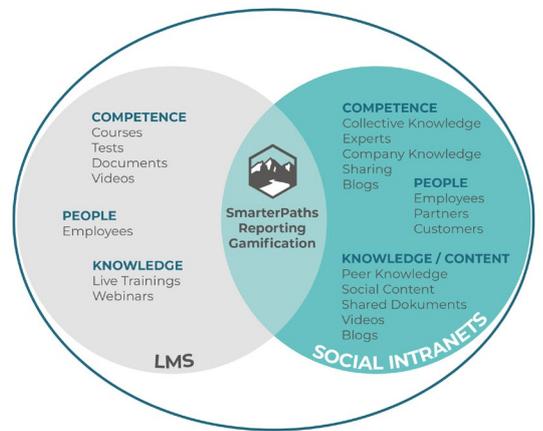
THE BENEFITS FOR THE ORGANISATION

result from very low administration and operating costs. Internal users already exist in the company's existing user directory (AAD). Learning paths can be compiled quickly and easily by learning experts in personnel development, by technical experts or other employees, and assigned to individuals or groups. A large catalogue of different learning paths can easily be created from existing Office 365 documents, SCORM eLearnings, external multimedia content, quizzes and surveys and connected to live training events. Thus, important compliance trainings or work-related competence and specialist trainings have extensive effects.

SmarterPath can also be used for personnel development in the classic context of an LMS.

The distinction and the advantage of SmarterPath Workplace Learning

over conventional systems is the support of bottom-up approaches like „community based learning" and „learner as a creator". Learning from the experience of others creates significantly higher adoption than that of purely mandated or top-down learning, and it leads to an effective combination of formal.

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