

THE NEXT LEVEL APPROACH



Every company has different types of learners with diverse needs and proficiencies, from novices to experts. Novices learn differently than experts. They need a more structured knowledge transfer, for example in seminars. Experts, however, enhance knowledge and skills with informal formats like coaching. The next level approach aims to satisfy all parties. The score and level system leads users through trainings, while simultaneously enjoying the flexibility of self-determining separate learning modules.



Novice

GOALS

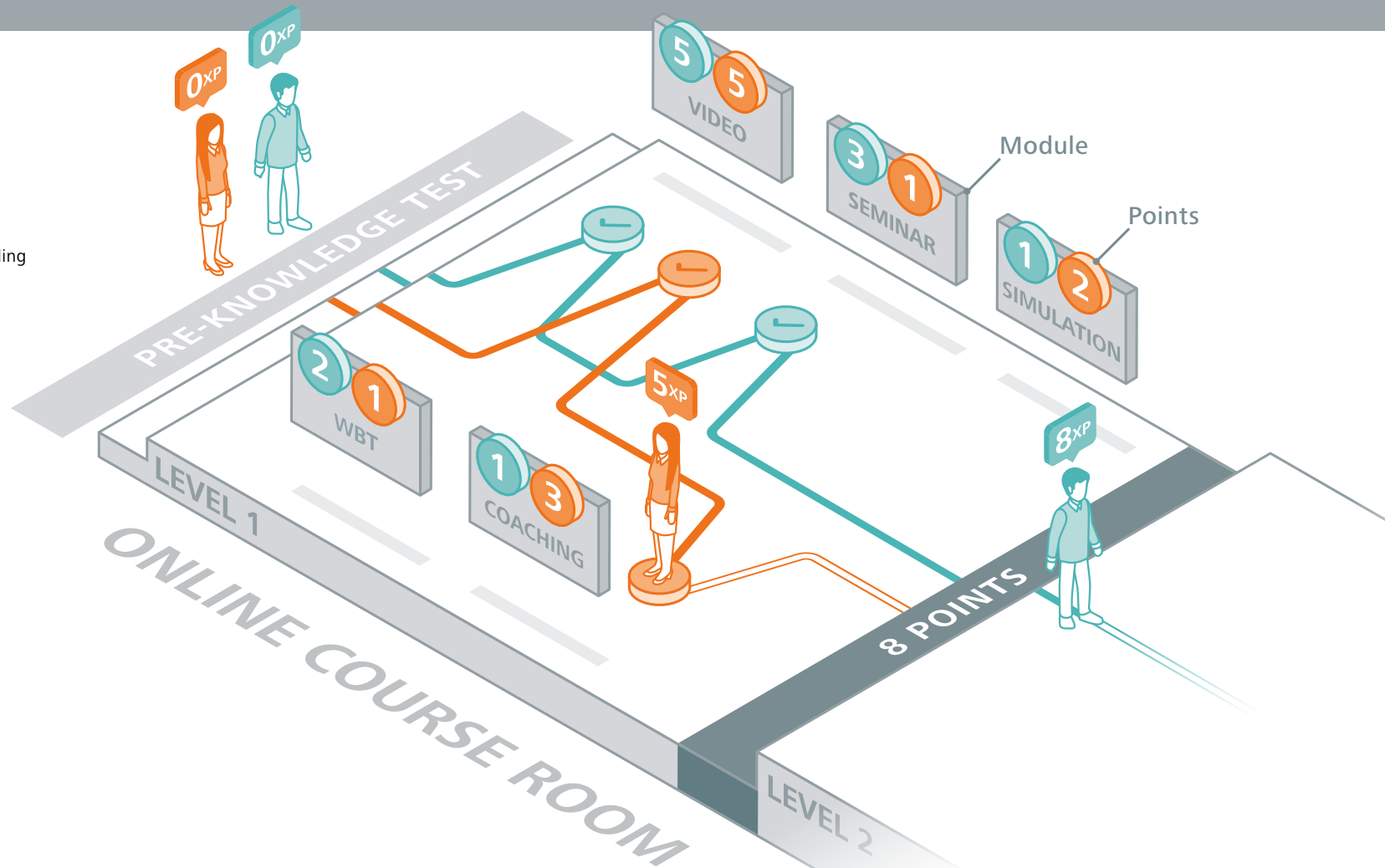
- ▶ Implement knowledge and skills
- ▶ Focus: successful onboarding



Experts

GOALS

- ▶ Enhance knowledge and skills
- ▶ Focus: on-the-job performance support



5 STEPS: THE NEXT LEVEL APPROACH

1. STRUCTURE LEVEL

Various learning modules like videos or web-based trainings (WBTs) are structured into one level inside the online classroom.

2. DETERMINE SCORE

Every completed learning module generates points. Determine the minimum score for learners to finish the level.

3. TEST KNOWLEDGE

An initial test examines the status of the trainees to categorise them as novice or expert in their field of operation – such as product knowledge.

4. ASSIGN POINTS

Each learning module is assigned varying experience points, such as three points for a coaching expert and one point for a novice.

5. PRIORITISE MODULES

Trainees are automatically prioritised the modules with higher points, to quickly advance them to the next level. New learning paths arise.