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MAKING SENSE OF INVESTING

Session: TH305

Implementing E-learning in a Large Traditional Organization

Presented by

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Learning Objectives

- Apply a model for implementing large scale e-learning initiatives to projects within your organization
- Use best practices to avoid pitfalls in large scale e-learning initiatives

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Learning Objectives

- Apply a model for implementing large scale e-learning initiatives to projects within your organization

Keys to Successful Implementation

- Implementation of the LMS
 - LMS Lifecycle phases
 - Rules for LMS Implementation
 - Simple for the learner
 - Simple for the LMS Administrator
 - Simple for the IS Department
- E-learning production capabilities

Effective E-learning

- Accomplishes Business Results
- Optimal Level of Interactivity

Factors impacting effective e-learning

- Development Environment
- Visual Thinking
- Instructional Interactivity
- Processes and Standards
- ID Background
- Quality Control
- Usability

- Learning Strategy to focus efforts
 - Business Partnership
 - Strategic Learning Model
 - Blended Learning Strategy
 - Measurement Strategy

- Partnerships
 - Executive Management
 - Learning Teams
 - IS Department
 - LMS Vendor
 - Communication Channel

- Change Management
 - Prepare the firm
 - Prepare the learning orgs
 - Prepare the instructor community
 - Prepare the LMS Admins
 - Prepare the designers and developers
 - Prepare the learner

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Learning Objectives

- Use best practices to avoid pitfalls in large scale e-learning initiatives

Details, details, details

- Quality control of e-learning modules
 - Functionality
 - Grammar
 - Instructional goals match target business results
- Testing cannot be underestimated!
 - End-user computing environment
 - Tunnel vision with fixes
 - Usability
- Reporting needs to be mastered early on
- What in the world is internet latency?

Chasing your tail

- Each new program in the LMS will consume resources that are potentially needed elsewhere
- Demands for the 'cool' at the expense of results
- Understand changes to business processes before moving forward

Priorities are Priorities

- Be cautious of demands to pursue opportunities, it could be at the expense of the strategic
- Understand the feedback from the learners
 - Act quickly or wait for more information
- Squeaky wheel or strategic priorities

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Session: TH305

1/29/2009

Presented by

Nick DeNardo, Edward Jones
Strategic Learning Services

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Slide 1

Training By The Numbers

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Slide 2

Background

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Slide 3

Apply a model for implementing large scale e-learning initiatives to projects within your organization.

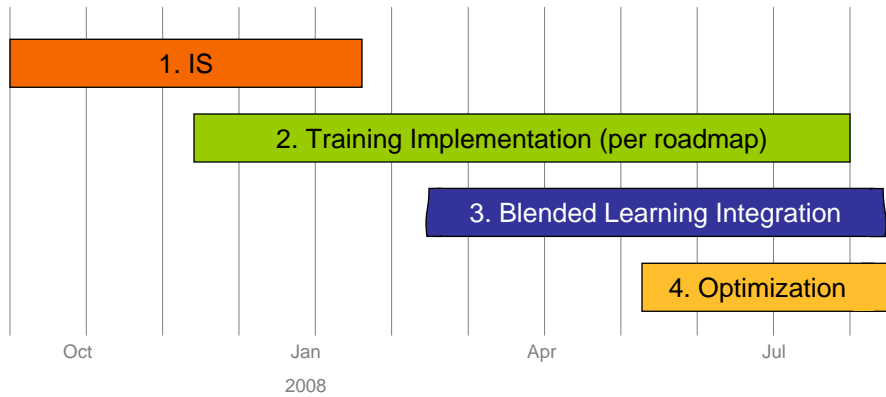
Keys to Successful Implementation

- Implementation of the LMS
- E-learning production capabilities
- Learning Strategy to focus efforts
- Partnerships
- Change Management

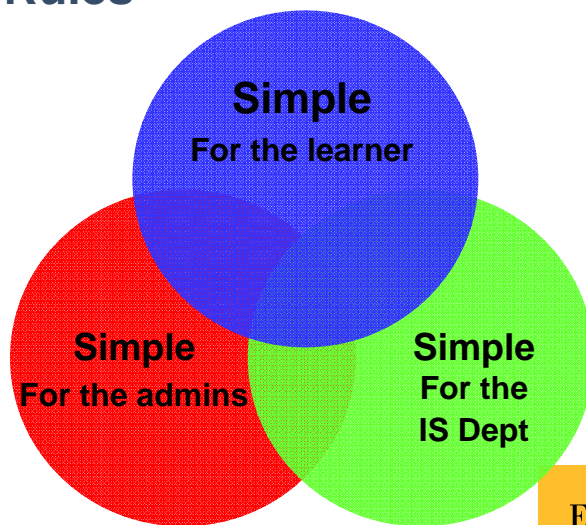
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LMS Lifecycle Phases



Implementation of the LMS: Three Rules



We have an LMS, now what!?

E-learning Production Capabilities

Effective E-learning

- Accomplishes Business Results
- Optimal Level of Interactivity



Development Environment

Visual Thinking

Instructional Interactivity

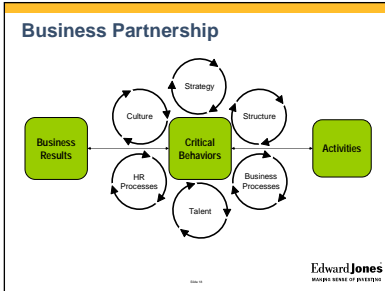
Processes and Standards

ID Background

Quality Control

Usability

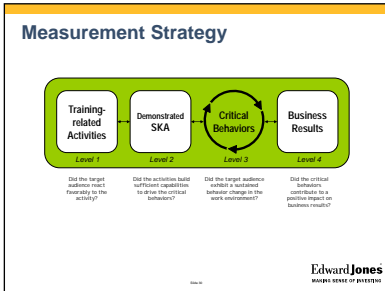
Learning Strategy to Focus Efforts



Blended Learning Strategy

Provide training to Edward Jones...

- ✓ at the right time
- ✓ in the right locations
- ✓ in the right amounts
- ✓ in the right format



Business Results should drive program design...

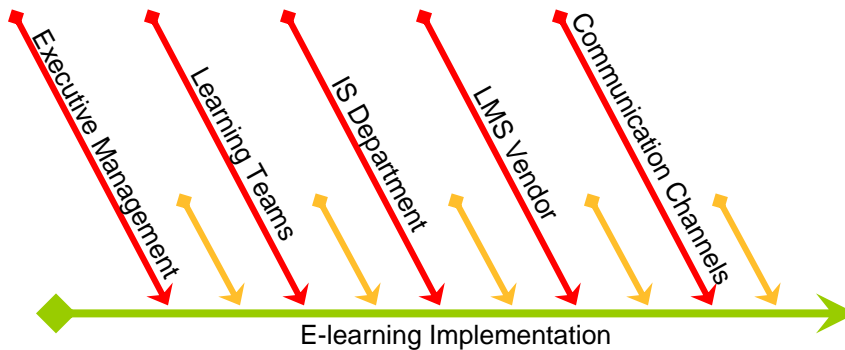
Strategic Learning Model

Strategic Learning	<ul style="list-style-type: none"> • Formal + Informal Learning • Business Impact Focused • Transformative and Dynamic • Fully leverages Business Partnership
Training	<ul style="list-style-type: none"> • Formal Learning • Capability Focused • Presentative or Connective • Learning new behaviors or modifying what we are already doing
Communications	<ul style="list-style-type: none"> • Formal • Content Focused • Awareness

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Partnerships



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Change Management



Slide 11

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Review

Apply a model for implementing large scale e-learning initiatives to projects within your organization.

Keys to Successful Implementation

- Implementation of the LMS
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- Partnerships
- Change Management

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Use best practices to avoid pitfalls in large scale e-learning initiatives

Details, details,
details

Chasing your
tail

Priorities are
Priorities

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Details, details, details

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Chasing your tail

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Priorities are Priorities

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Conclusion

Please feel free to contact me for
any questions or comments:

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