

International Roundtable

Speaker: Patrick Dunlap

Date: 26 April 2023

tts 
forum 2023

New **Products**

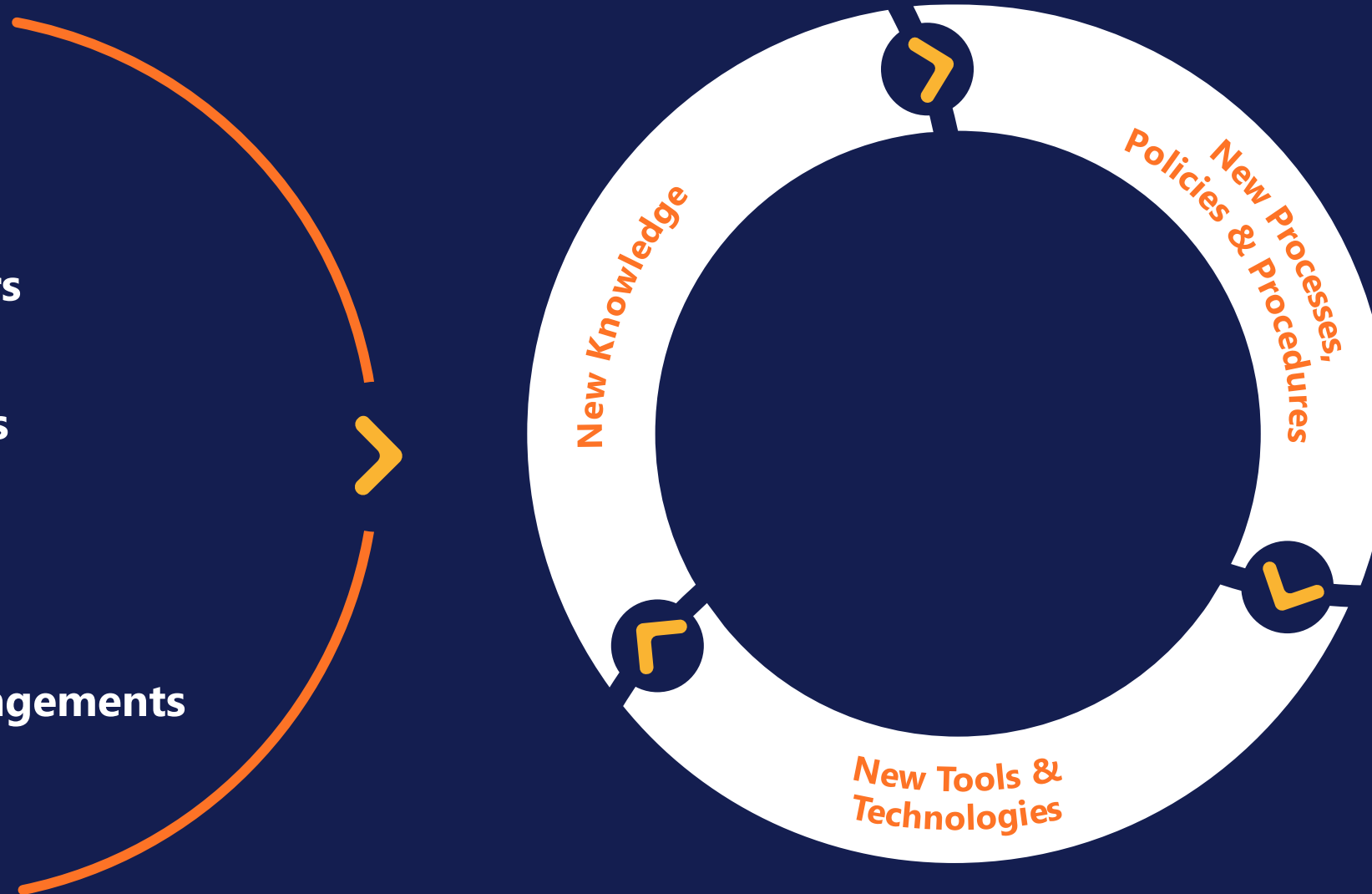
New **Competitors**

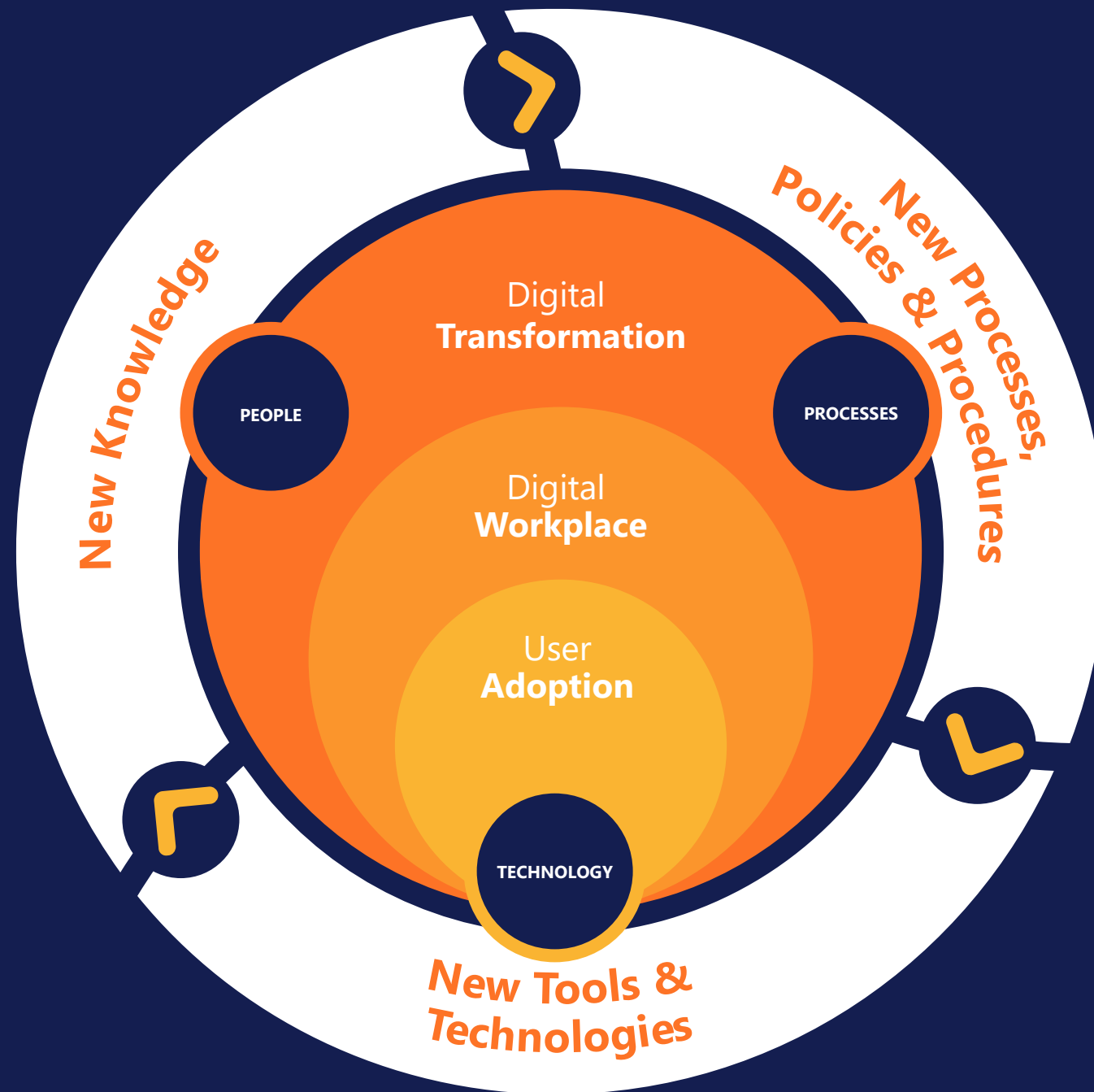
New **Regulations**

World **Events**

New **Work Arrangements**

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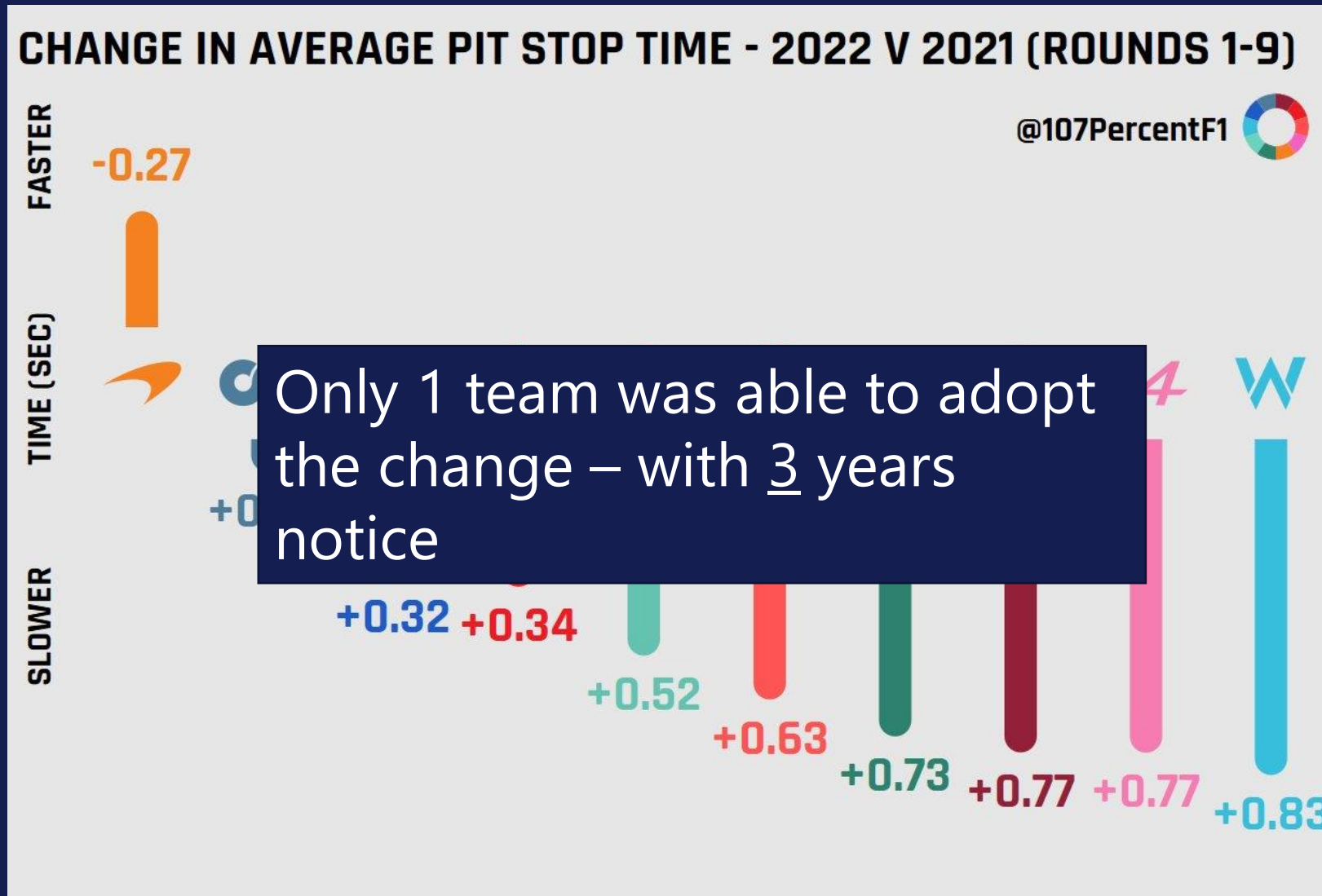




What does performance look like?



What happens when change occurs?



The future will not be more stable.

Certain uncertainty will be the norm

How do we help our organization prepare for change?

Remember 2010?



Learning Type

Development Ratio

**180 Hours to build 1 hour
of level 2 eLearning**

It's now this!

*ATD 2020

Table 1: Average Unit Length and Time to Develop by Instructional Product

Training Product Description	n	Avg. Module Length (Minutes)	Min. Time to Develop (Hours)	Max. Time to Develop (Hours)	Avg. Time to Develop (Hours)
Instructor-led					
Classroom					
Online / Virtual					
E-Learning					
Passive (presentations, slides, etc.)					
Partial engagement (quizzes, polls, animations)					
Moderate engagement (games, assessments)					
Full engagement (immersive simulations, VR)					
Microlearning					
Infographics, podcasts, videos, e-learning	151	6	10	31	18

180 Minutes (3 hours)
to build 1 minute of
Microlearning

How do we help our organization prepare for change?



The only proven approach is
EPSS/Workflow Learning

People

Technology

Learning vs Performance

Different goals at each stage of learning - "5 Moments of Need"*.

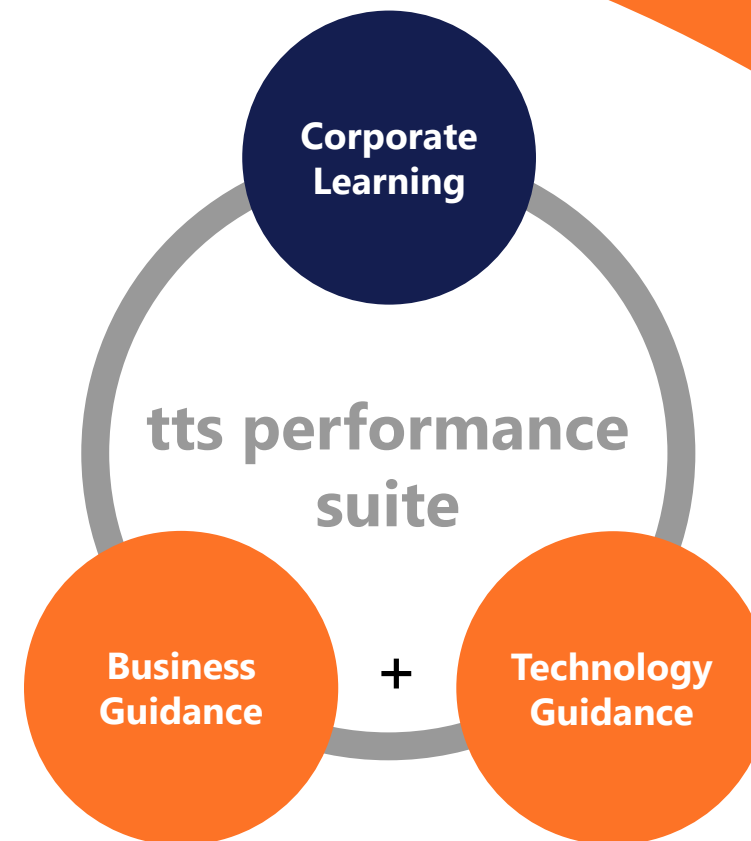
1. When Learning for the **First Time**
2. When Wanting to Learn **More**

3. When Trying to **Apply** and/or **Remember**
4. When Something **Goes Wrong**
5. When Something **Changes**



tts performance suite – A holistic solution

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2. When Wanting to Learn **More**
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tts performance suite

