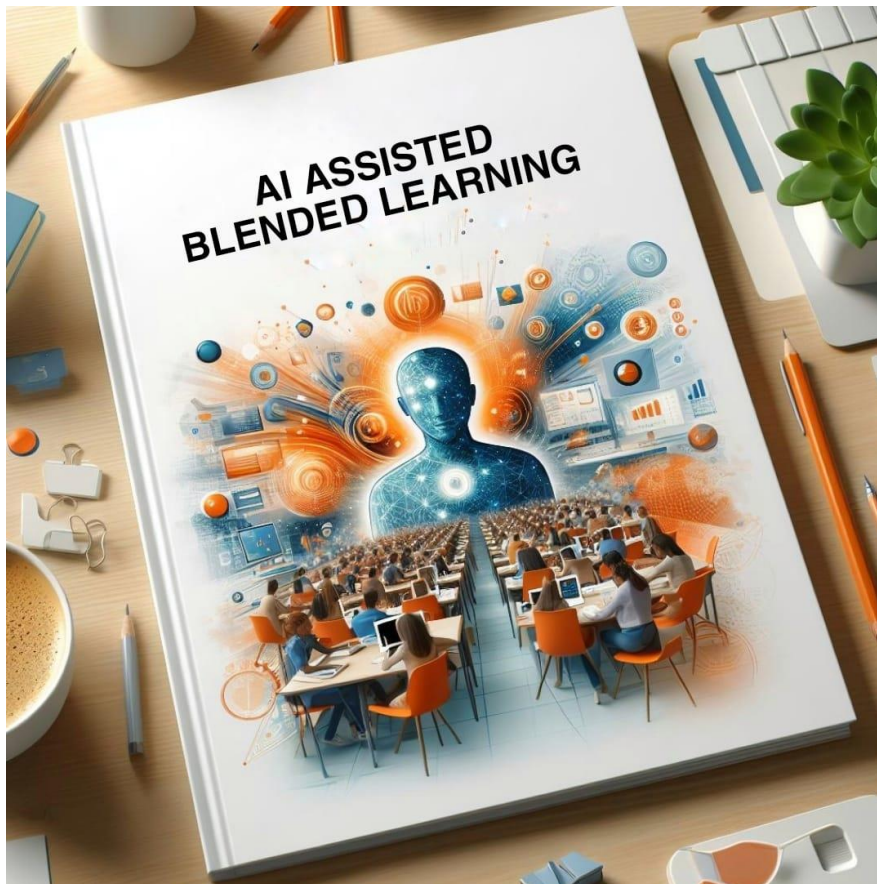




MOMENTUM
TRAINING SOLUTIONS



Key Question



How do we increase the effectiveness of the retention of learning in the workspace by up to 60%?

The Challenge

Traditionally, learning has been likened to a guided journey, dependent on facilitators for direction.

However, once the structured program concludes, it's challenging to maintain the same level of engagement without the facilitator.



90% of new skills learned in a training program are lost within a year if they are not reinforced or used actively¹

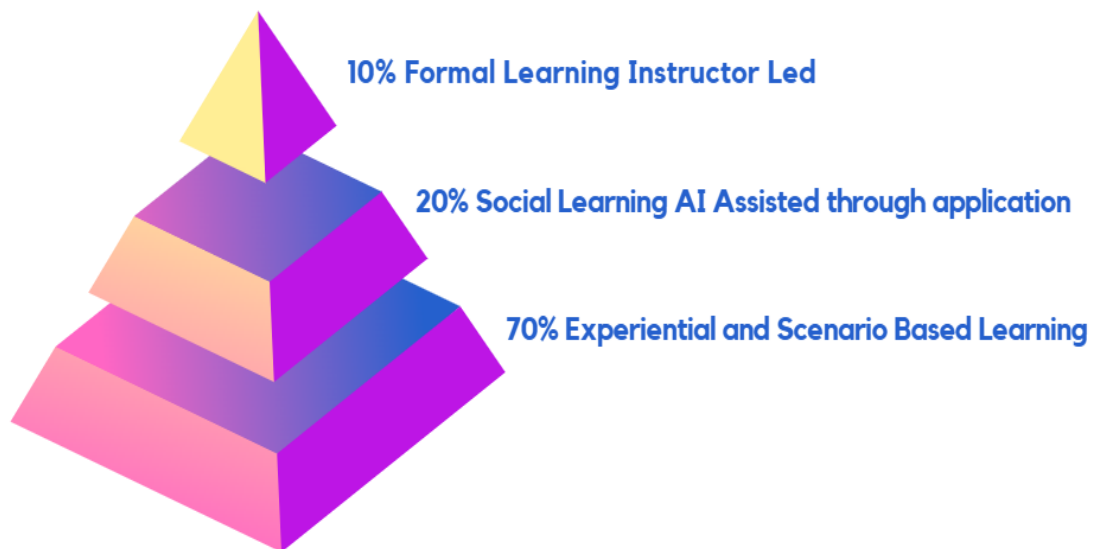
In essence, while facilitators are integral to learning, the challenge lies in maintaining progress independently.

¹ Research conducted by Eduardo Salas, a professor of psychology and program director of the Institute for Simulation & Training at the University of Central Florida

The Recommendation

We propose to tackle this challenge by introducing a blended learning approach enhanced with the assistance of Artificial Intelligence.

The blended learning approach will look to enhance the effectiveness of retention of learning in alignment with the 70-20-10 model² of learning.



² Morgan McCall, Michael M. Lombardo and Robert A. Eichinger, Centre for Creative Leadership

What is Blended Learning?

- Integrates traditional classroom instruction with digital resources and online activities
- Post-training activities that encourage the learning progress of learners at their own pace



Benefits of Blended Learning



- Dynamic learning experience catering to different learning styles



- Reinforces engagement, learning and retention



- Reduces cost over time³ and increases effectiveness

³ Reduction in cost of facilitator time and facilities cost, E-learningindustry.com

The Results

Increased Revenue - 62% of organizations using blended learning reported increased revenue⁴

Increased Learning Retention - 60% increase in retention rates can be achieved⁵

Higher ROI – based on a Technology Manufacturing case at Intel Corporation⁶

⁴ A survey by the Brandon Hall Group published in the paper "Best Practices, Opportunities, And Challenges". The report is based on a survey of 329 organizations across different industries and sectors.

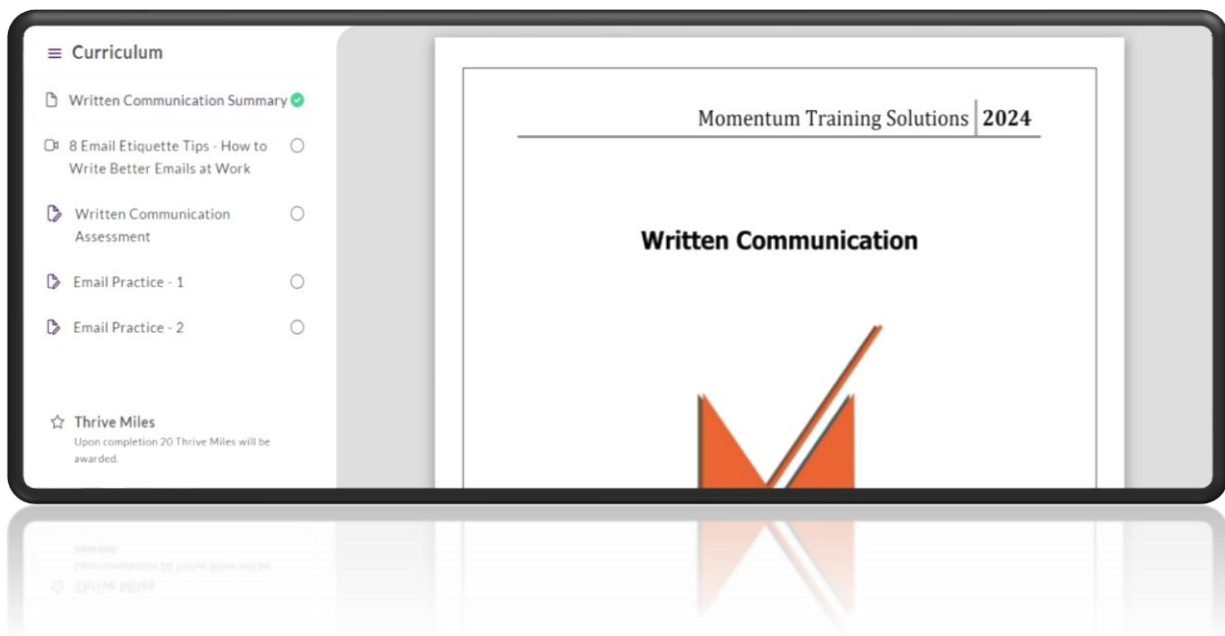
⁵ "Blended Learning Statistics and Trends For 2020 You Need to Know", eLearning Industry website. However, it should be noted that retention rates can vary based on several factors such as the content being taught, the learners' proficiency, and the effectiveness of the blended learning approach use

⁶ ROI of 157% based on a 2019 study by Veena Mahesh and Craig Woll, Researchgate.net

The Approach

INTERACTIVE BLENDED LEARNING

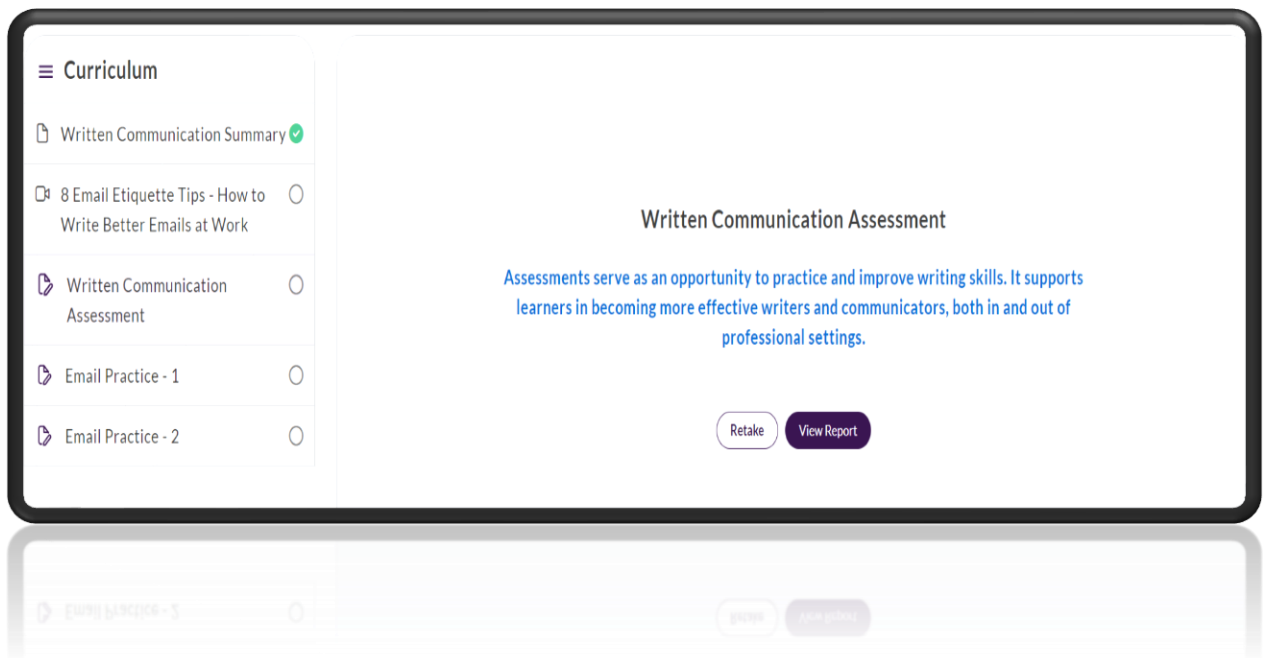
1. Summary of Key Learning (Handbook) - Retention of Knowledge



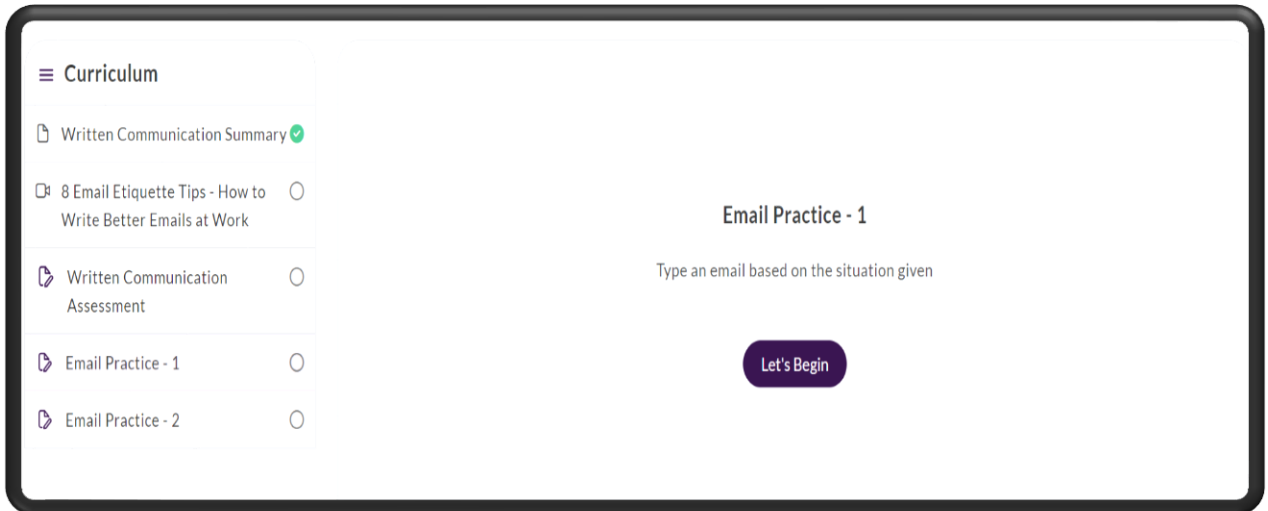
2. Recommended Video – Enhance Knowledge



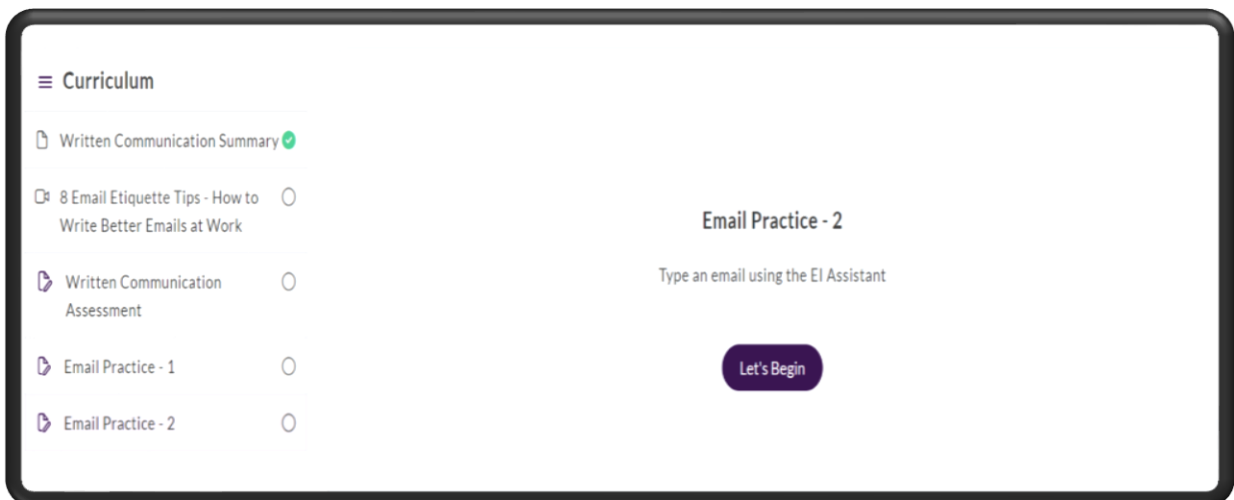
3. Assessment – Check Knowledge Retention



4. Practice sessions – Encourage Application of Learning



The screenshot shows a user interface for a practice session. On the left, there is a 'Curriculum' sidebar with a list of items: 'Written Communication Summary' (checked), '8 Email Etiquette Tips - How to Write Better Emails at Work', 'Written Communication Assessment', 'Email Practice - 1', and 'Email Practice - 2'. The main area is titled 'Email Practice - 1' and contains the instruction 'Type an email based on the situation given'. A purple 'Let's Begin' button is centered below the instruction.



The screenshot shows a user interface for a practice session. On the left, there is a 'Curriculum' sidebar with a list of items: 'Written Communication Summary' (checked), '8 Email Etiquette Tips - How to Write Better Emails at Work', 'Written Communication Assessment', 'Email Practice - 1', and 'Email Practice - 2'. The main area is titled 'Email Practice - 2' and contains the instruction 'Type an email using the EI Assistant'. A purple 'Let's Begin' button is centered below the instruction.

5. Recommended AI Apps - Continued Practice and Feedback

Emotional Intelligence (EI) Assistant BETA

Make use of our Assistant to assess your written communication on empathy and easily generate alternative high empathy recommendations without losing the intent of your message.

"I don't agree with this. This should be the responsibility of the procurement team. Our team has already done our part."

121/500

Enter any text statement to analyse its empathy score and click on generate to view a rewritten statement with a higher empathy score.

Regenerate

I have a different perspective on this issue. Perhaps it would be best for the procurement team to handle this responsibility as it falls within their area of expertise. Our team has already fulfilled our obligations and we can trust them to handle this task effectively.

Empathy score of your message

22%

Low Impact

Empathy score of your message.

Empathy score recommended message.

85%

High Impact

Empathy score recommended message.

Next Steps



Implement
Blended
Learning
approaches for
'Power Skills'
Programs



Review reports
of results of
learner
engagement
levels post-
training



Incorporate for
future learning
design