

# Future-Proof Training with Adaptive Learning

From the learning science company

Presented by

Zach Posner

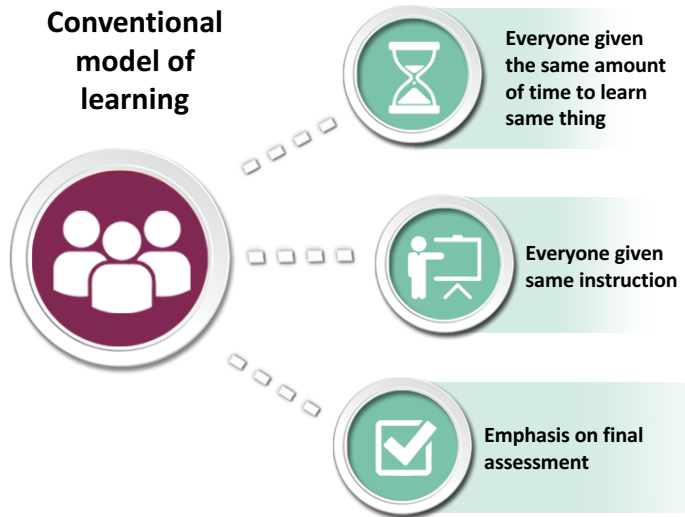
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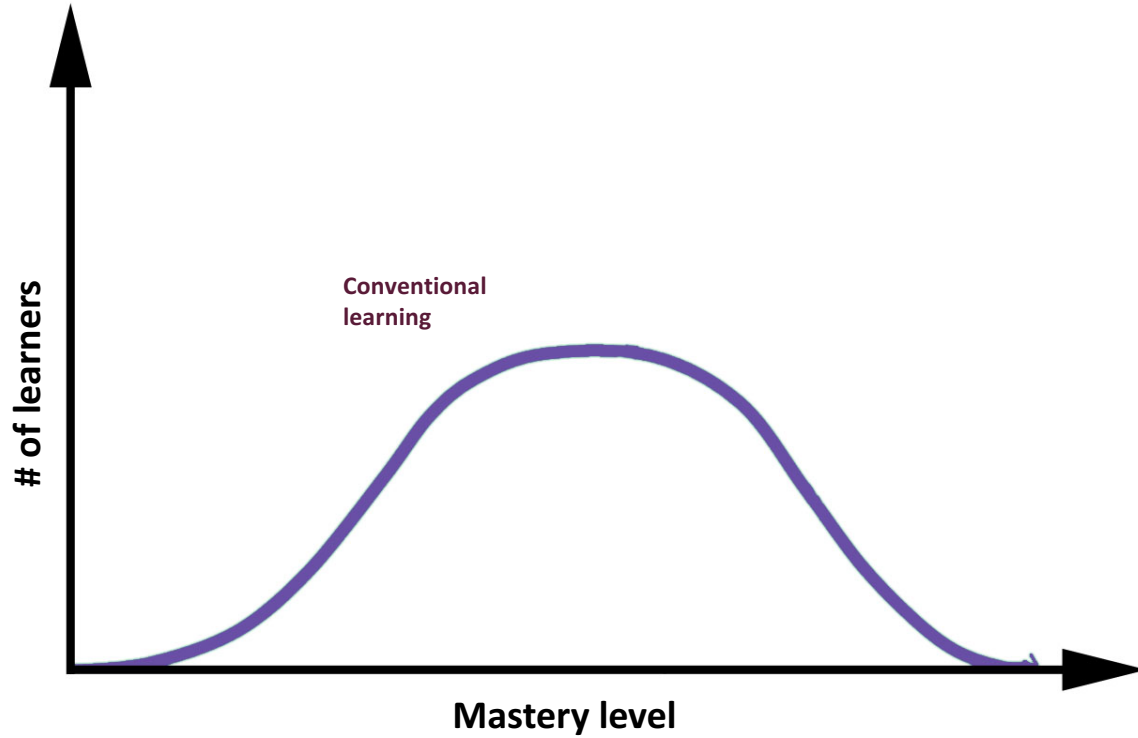
# One-size-fits-all, sage-on-the-stage...



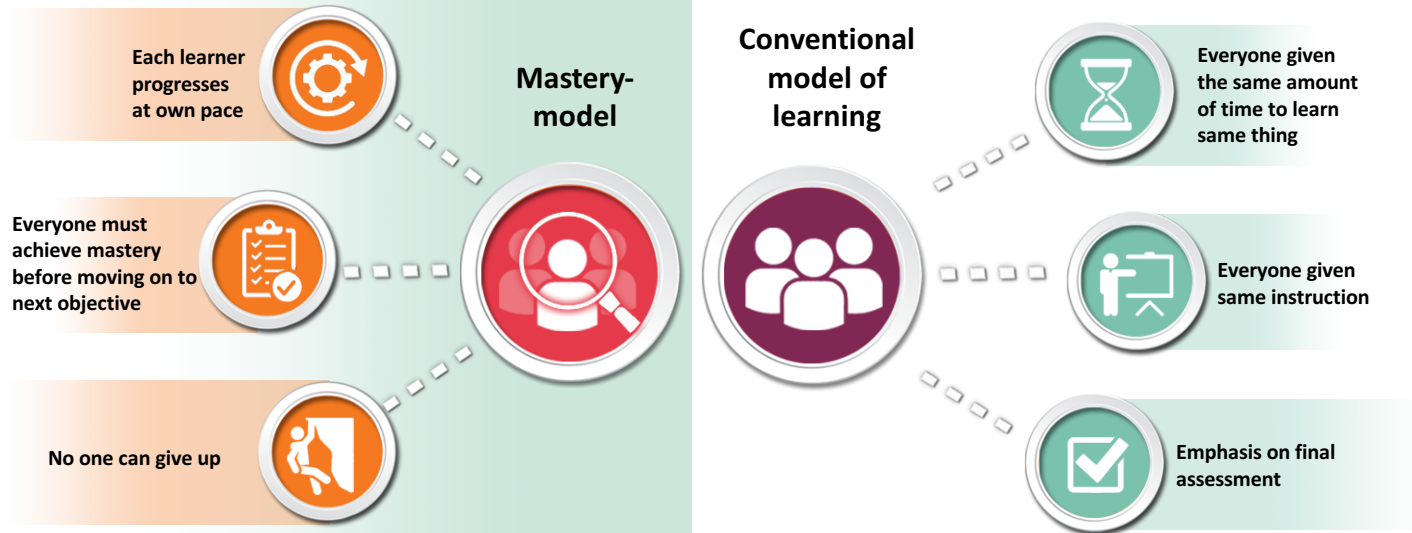
# Principles of conventional learning



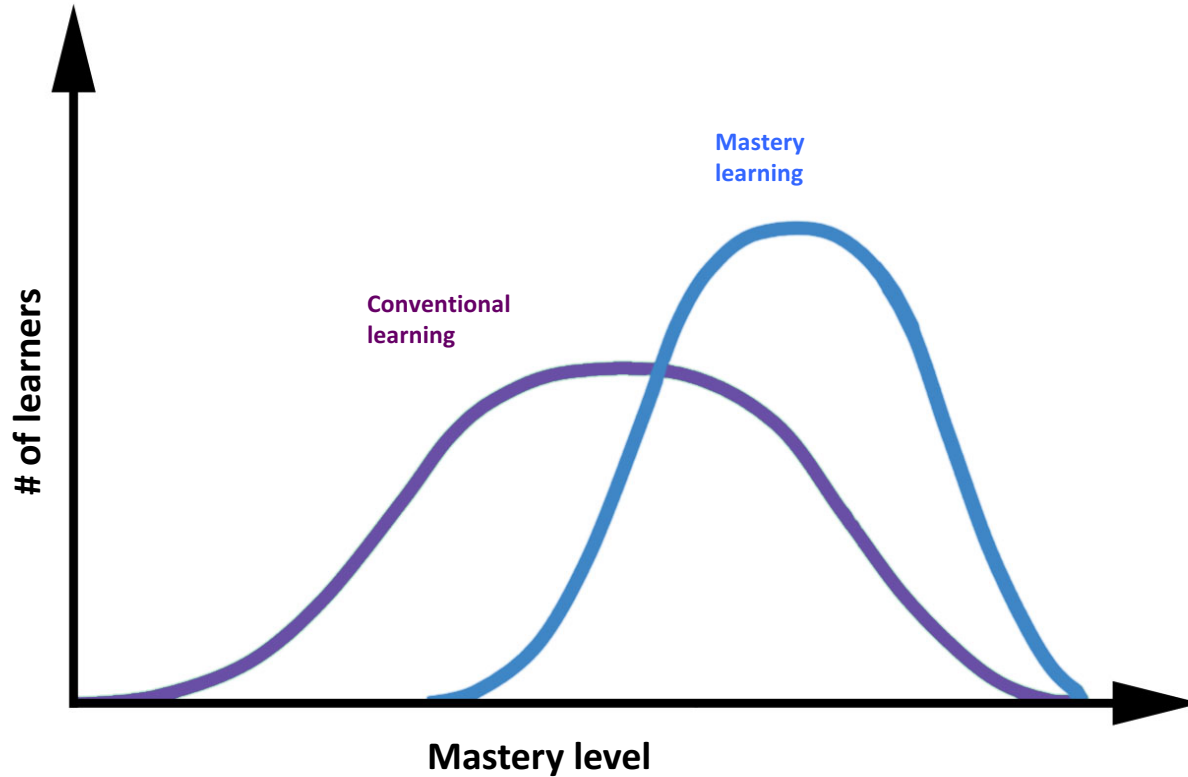
# Conventional learning standard outcomes



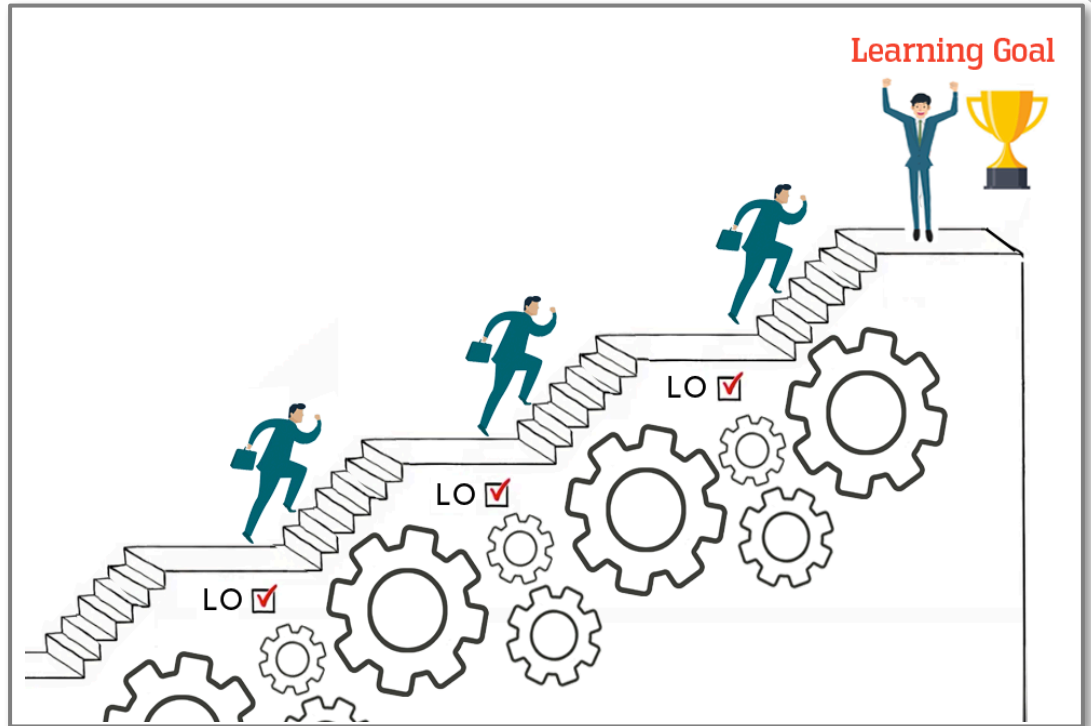
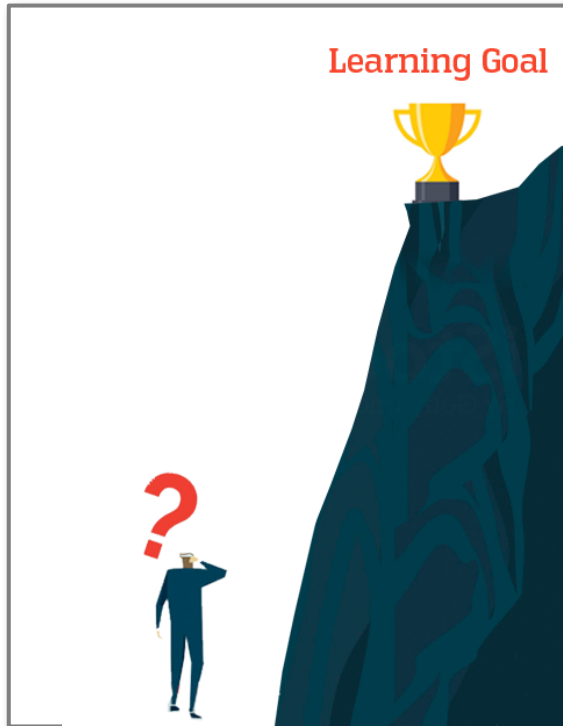
# Mastery-based Learning: Progress depends on mastery rather than seat-time



# Conventional vs. mastery learning outcomes



# Conventional learning vs. mastery-learning

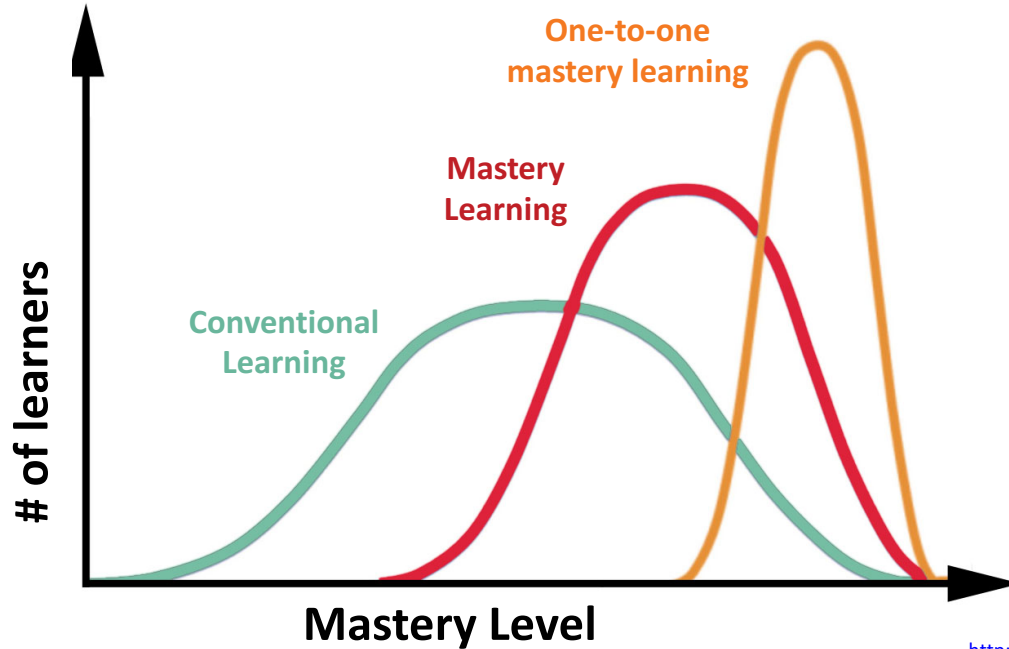


One step further: each learner achieves mastery in their own way



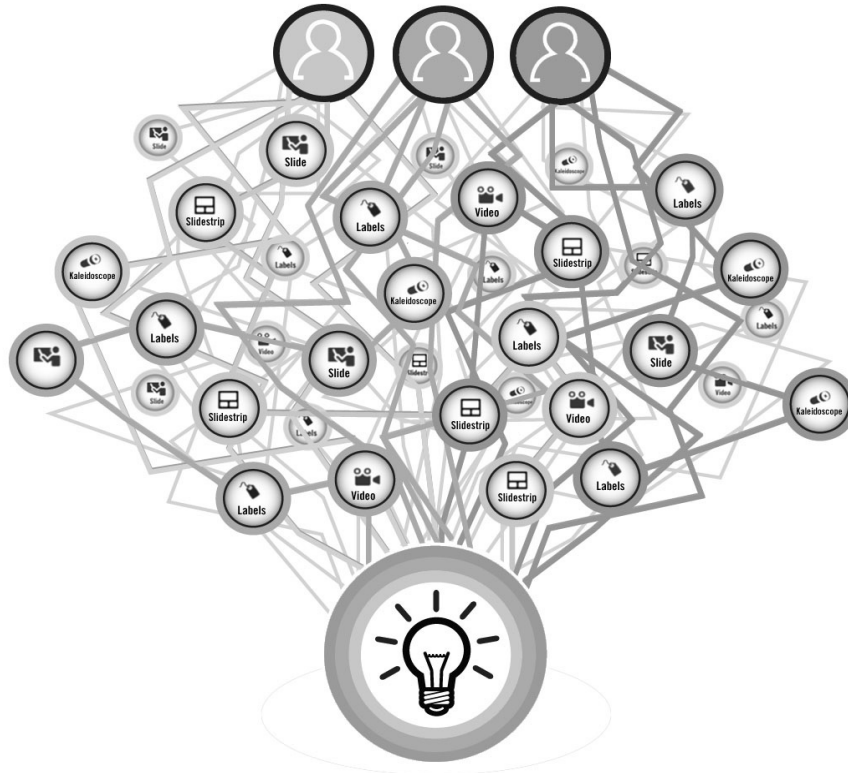


# One step further: outcomes two standard deviations better

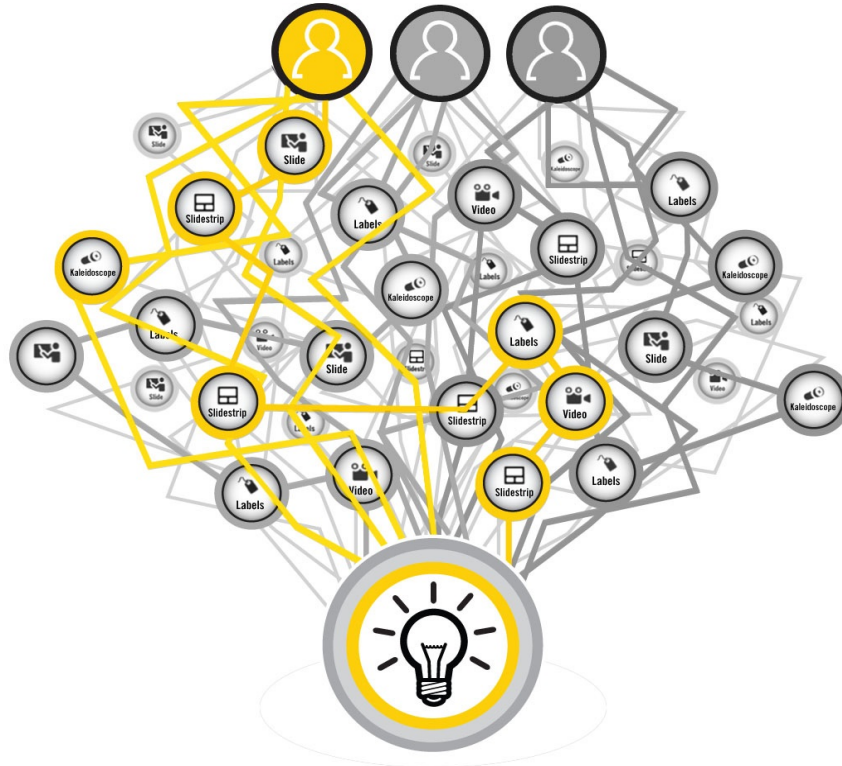


<http://web.mit.edu/bosworth/MacData/afs.course/5/5.95/readings/bloom-two-sigma.pdf>

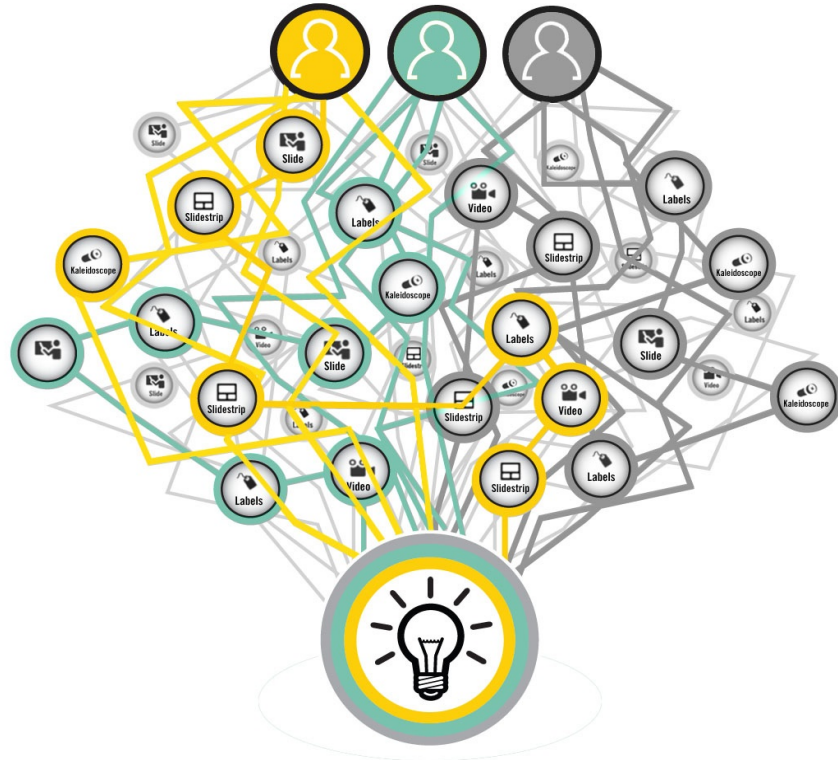
# Mastery meets personalization and scale



# Each learner reaches mastery in their own way



# Each learner reaches mastery in their own way



# A personalized path for every learner



# Adaptive technology uses AI to *personalize* learning for each individual



Metacognitive  
Theory



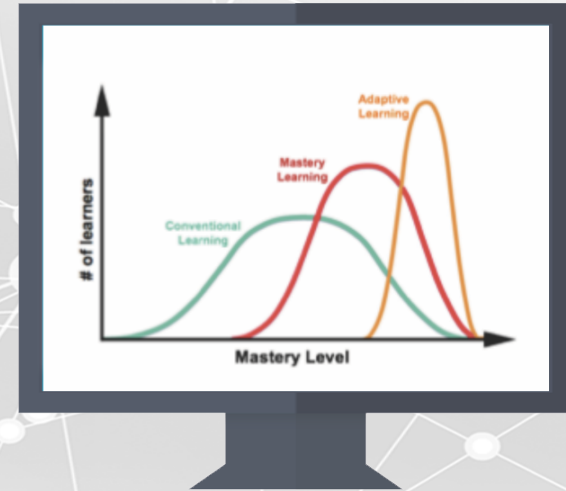
The Theory of  
Deliberate Practice



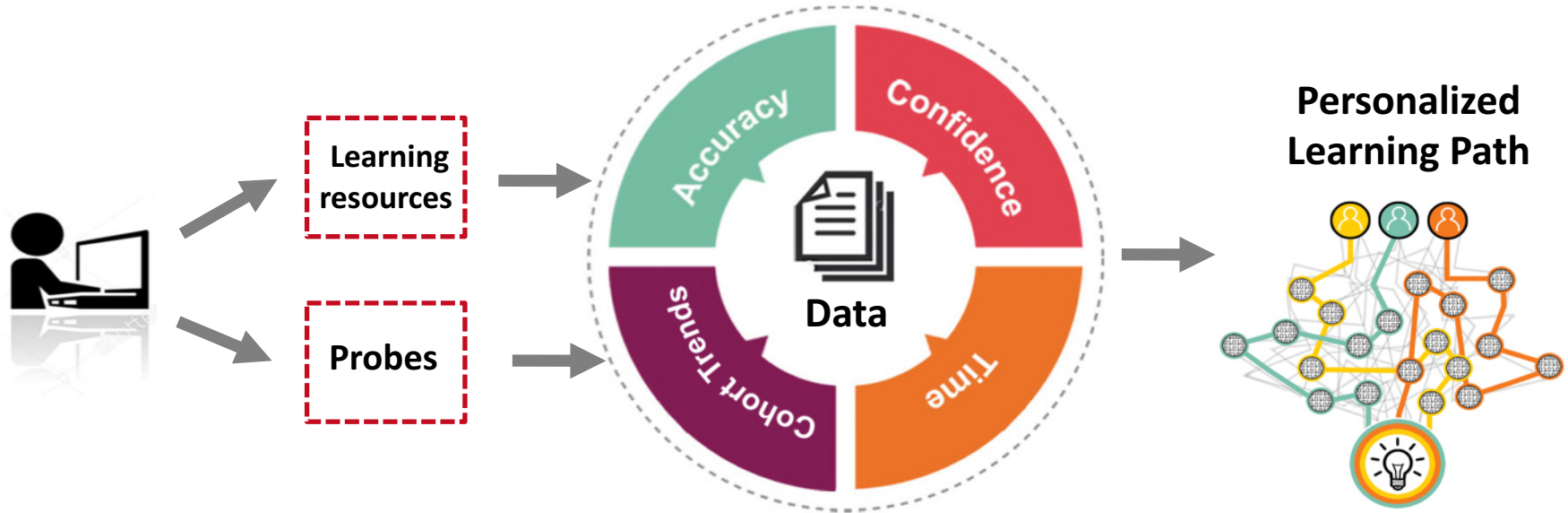
The Theory of Fun  
for Game Design



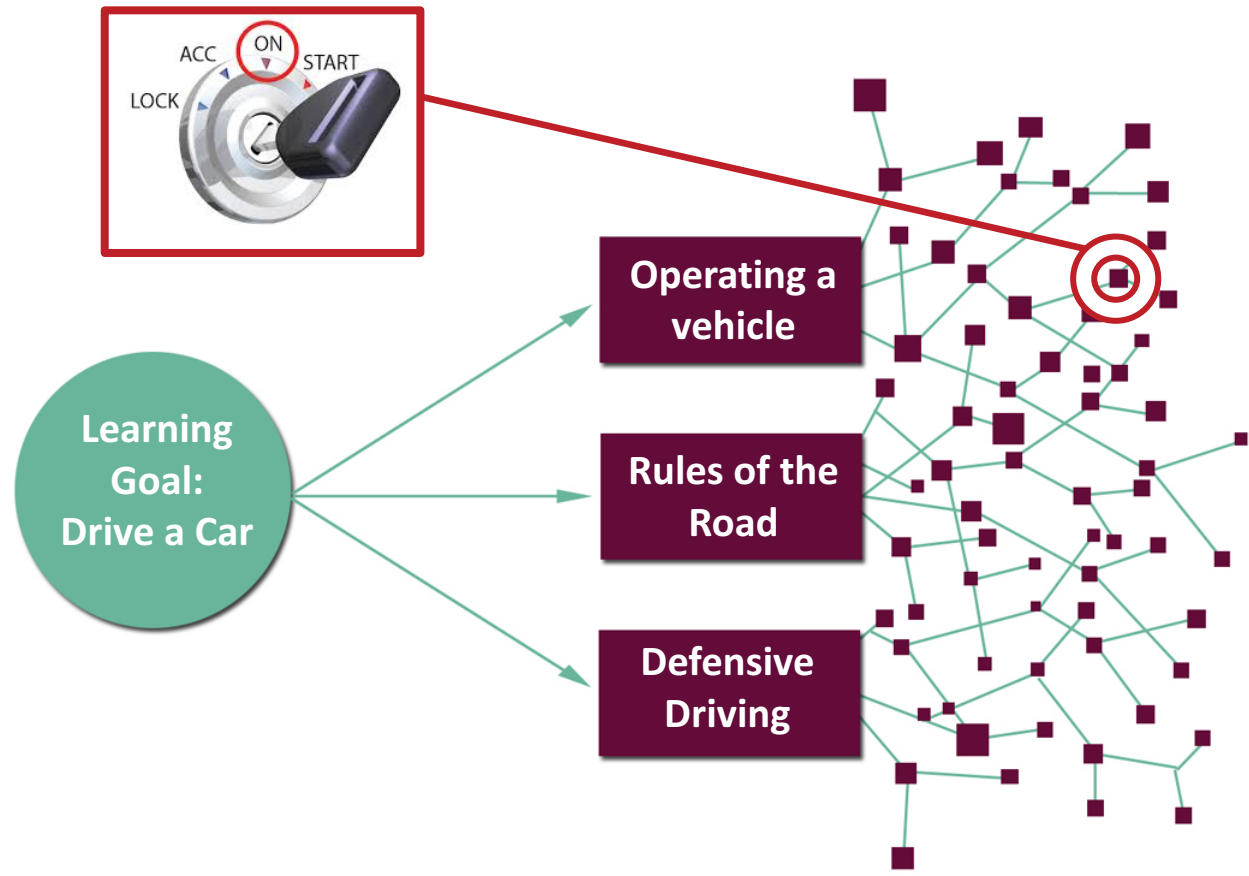
Ebbinghaus  
Forgetting Curve



# Real-time delivery based on each learner's behavior and performance

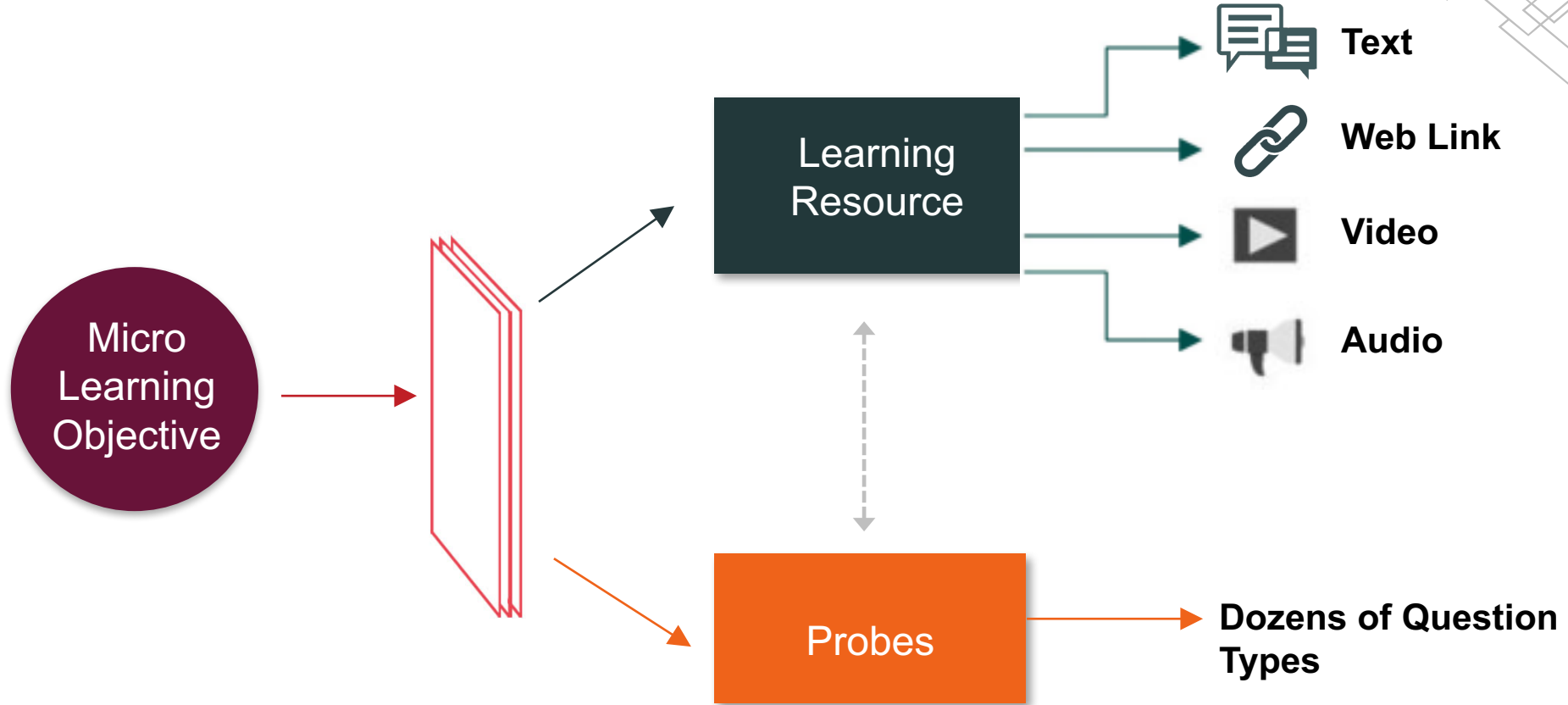


# What does this mean for content? Break large goals down



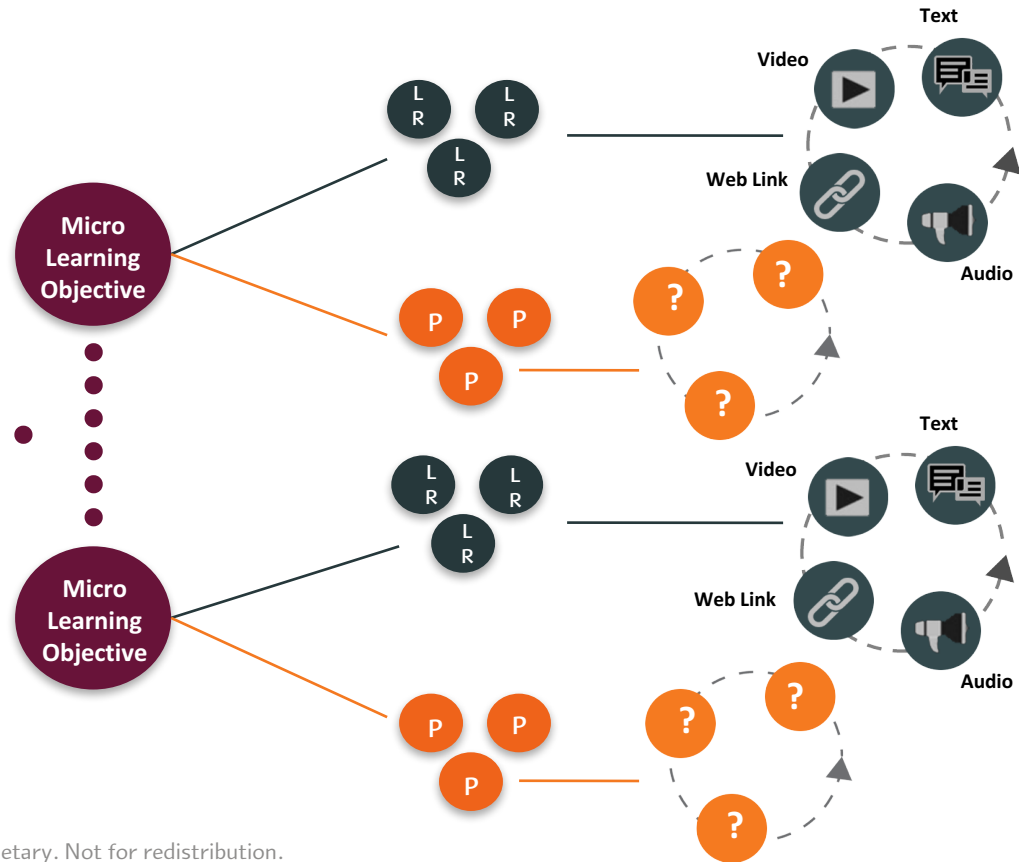


# Align micro learning objectives with resources and probes

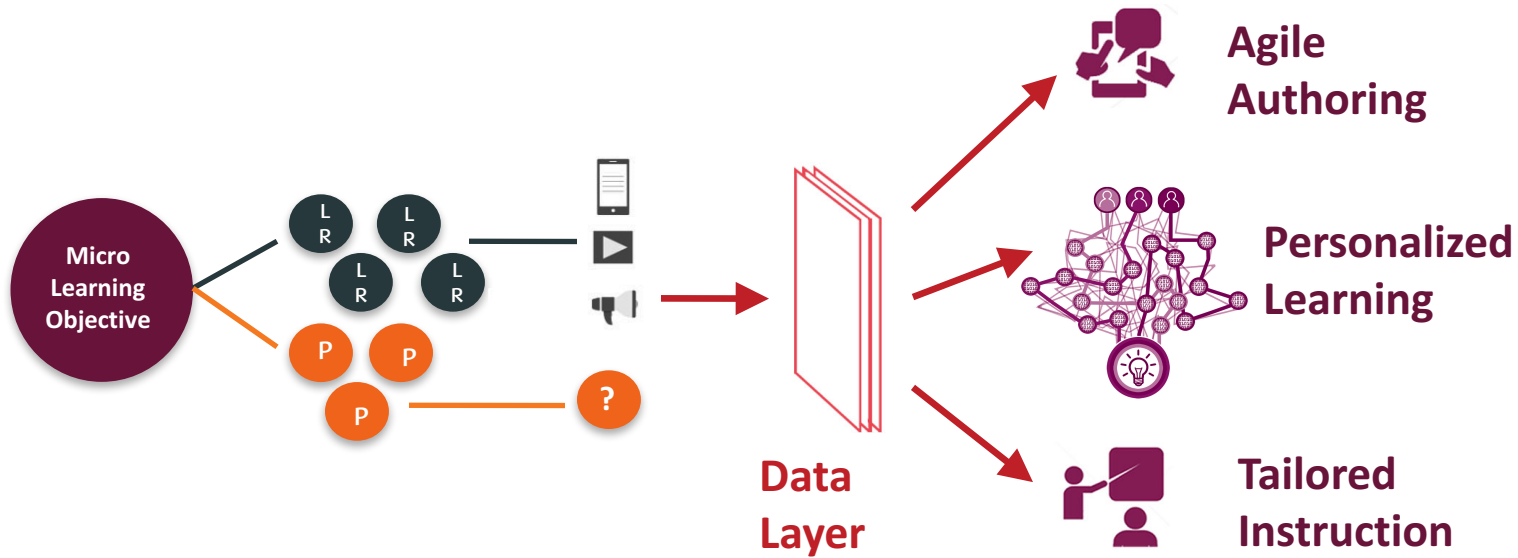


# Align micro objectives with resources and probes

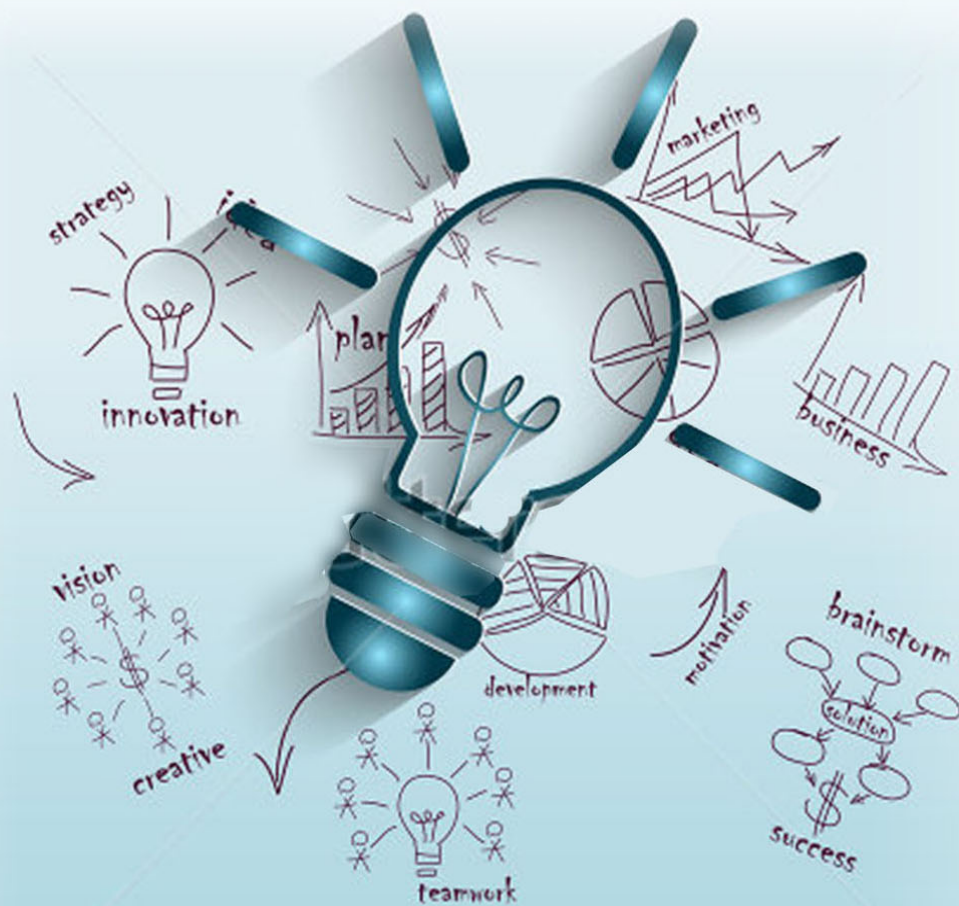
Each Learning Objective is aligned with resources and probes



# Unlock performance through a powerful data layer



## What does this mean at the organizational level?



# Adaptive learning unlocks organizational performance



# Learners take ownership of their learning

## Topic Scores

View the modules and sections you struggled with the most.  
You can look up each challenging section for more study.

## Missed Questions

View frequently missed questions.  
You can practice questions you recently got wrong.

## Most Challenging Learning Objectives

View the learning objectives that are the hardest for you.  
You can look these up in your book in order to study them further.

## Self-Assessment

View how aware you were of whether or not you knew the answers.  
This awareness can help you study more effectively.

## Tree of Knowledge

Watch your tree grow as you learn.

## Practice Quiz

Here you can make your own practice quizzes.



# Trainers and managers make learning data actionable through reports



# Authors and subject matter experts can continually refine content



*Authors see real-time data on the effectiveness of content and questions*



*Learners can offer feedback*





## Benefits for every stakeholder



### LEARNER

- A personalized experience
- Self-paced and easy-to-use
- 100% mastery



### AUTHOR

- Eliminates course versioning
- Real-time feedback for agile authoring



### INSTRUCTOR/MANAGER

- Measurable outcomes for reporting
- Improved efficiency and retention
- Direct savings in cost to train

# Adaptive learning unlocks organizational performance

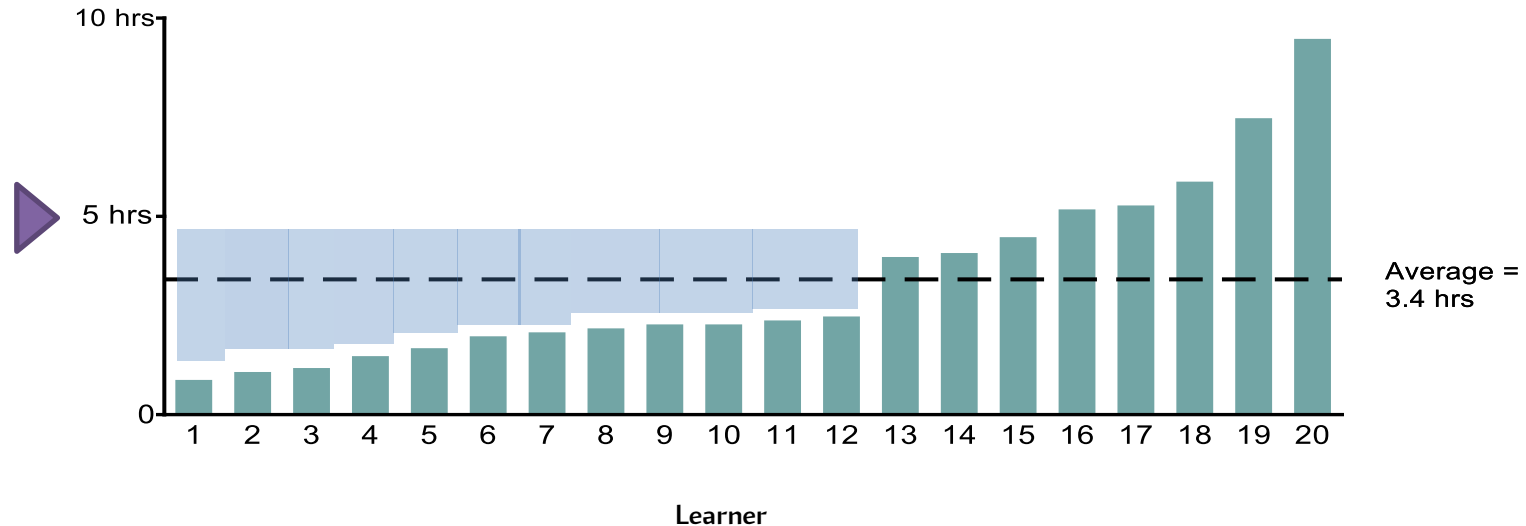


## Case Study | ROI

*Each learner can achieve mastery at his or her own pace.*

All learners must demonstrate mastery to complete the program of study

### Case Study | Tracking Time to Completion



Average =  
3.4 hrs

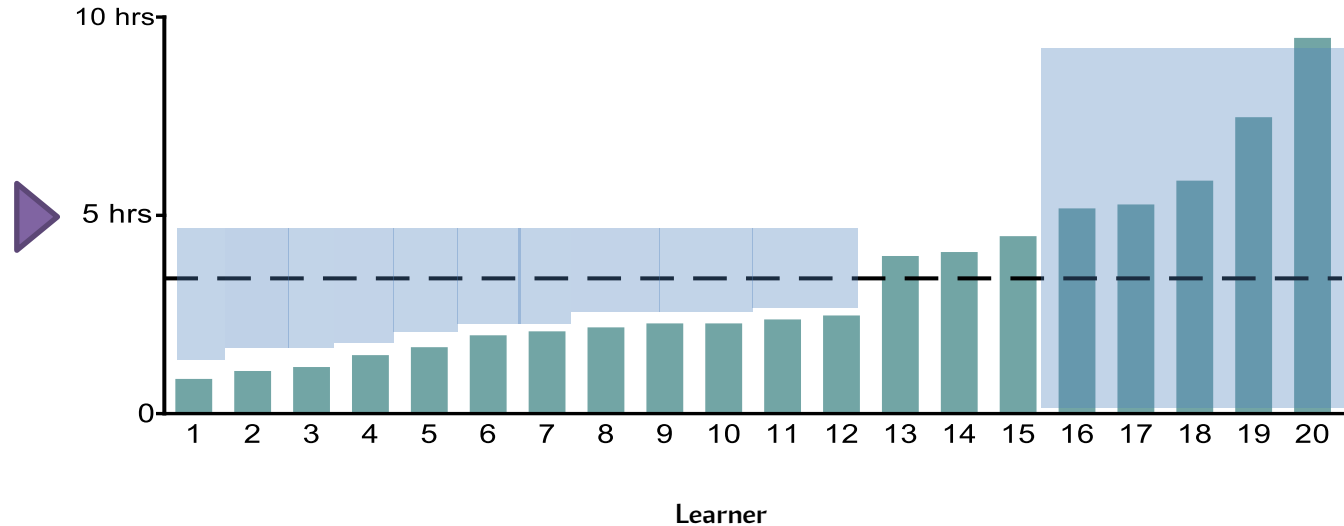
***Immediate ROI 32% FTE/hrs recovery***

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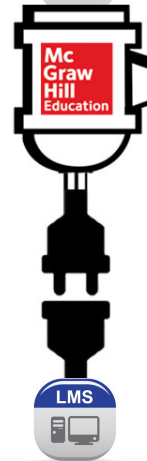


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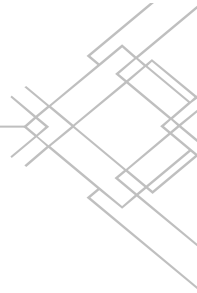
**Immediate ROI 32% FTE/hrs recovery**



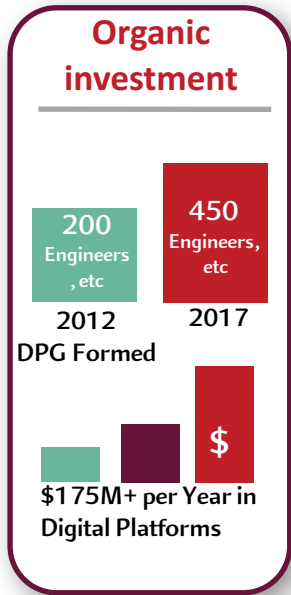
# Improvement across all applications



**Learning  
Science  
Platforms**



# MHE adaptive leverages investment in science and technology



### Acquisition

ALEKS®

engrade

REDBIRD

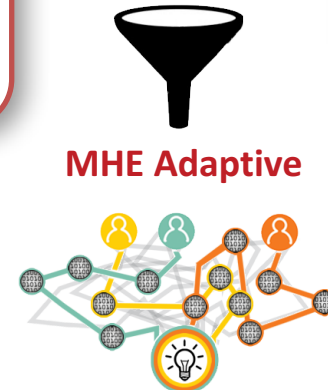
### User Knowledge

1,600+ Adaptive products

4,000 Authors trained to use MHE Adaptive

5,000,000 Learners using MHE Adaptive

10,000,000,000 Data Layer Interactions



# JOIN US THIS FALL!!!!!!!



## CORPORATE LEARNING WEEK

November 27 - 30, 2018

Orlando, Florida

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