

HR HOT TAKES

Creating e-Learnings For Remote Team Members

RIGHT MINDSET

Repeat after me: Employees Are Unique Learners! Learner Variability is the norm, not the exception. Every employee has unique needs, and brings their diverse lived experiences. There is no "average" learner. You may have Learners who prefer learning through videos while other prefer text. You may have team members who are not able to see, or hear. Our Aim at XYZ is to provide flexible e-learnings for all team members equal opportunities to learn. (1)



CLEAR GOALS FLEXIBLE MEANS

Learning objectives of your elearning shouldn't be a mystery for the team member. Goals should also not dictate only one means of accomplishment.

DO THIS

TEAM MEMBERS WILL BE ABLE TO DEMONSTRATE UPSELLING AN EXTENDED WARRENTY

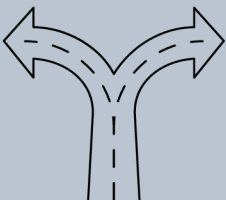
NOT THIS

TEAM MEMBERS WILL DEMONSTRATE FLOOR SALES BY PASSING A MULTIPLE CHOICE QUIZ

Goals should be clear, and complicated steps should be broken down. Demonstration or assessments should be presented with multiple options to account for learner variability (2)(3)

WHAT ARE THOSE!?

Make no assumptions that everyone is familiar with all symbols used at XYZ and in the industry. Explain symbols, and consider using the text alternatives in addition to them (4)



DIFFERENT PATHS FOR SAME JOURNEY

Our team members are as unique as the world's highways. Create paths in the elearning that are customized to their roles, and allow them to control the the pace and sequence.

Onboarding eLearnings can cover system-wide materials at the start and then offer branching by role and department (5) (6)

1. [UNIVERSAL DESIGN FOR LEARNING: OUT OF THE CLASSROOM AND INTO THE CORPORATE WORLD - TRAINING INDUSTRY](#)
2. [UNIVERSAL DESIGN FOR LEARNING: DESIGNING LEARNING EXPERIENCES THAT ENGAGE AND CHALLENGE ALL STUDENTS](#)
3. [CLARIFY THE MEANING AND PURPOSE OF GOALS | CASTUDL GUIDELINES](#)
4. [UDL GUIDELINE 2.1](#)
5. [UDL GUIDELINES 4.1, 7.1, 7.2](#)
6. [PODCAST WITH DR. LUKE HOBSON DR KATIE NOBAK AND TOM THIBODEAU](#)