“Scalable learning is the new reason for large organizations to exist”

John Hagel
Founder Deloitte Center for the Edge Innovation

Getting Started with Learning Analytics

Discover

Digest

Distribute

Discover

Digest

Distribute

Learning Embedded Everywhere
Ask yourself

Are your learning systems going to get you there?

Isn't it because...

Small moves, smartly made

In an exponential world, small moves, smartly made can set big changes in motion.” ~ John Hagel

Getting there

What is the biggest enabler of scalable learning?
“Without data you’re just another person with an opinion”

W. Edward Deming
Management Systems Legend

learning analytics.

Think strategically and develop a culture of constant improvement.
Marketing evolution

More data
More tools
Analytics

A brief history of Learning Technologies Interoperability
xAPI & learning analytics platform

xAPI and the LRS form a transformative technology for learning analytics. Seamlessly bring all your data together in one platform and perform real-time analytics tailored for L&D.

business impact

Include data about behaviors and performance in your learning analytics.

real time

Create, view, and distribute reports seamlessly in real-time.

Understanding learning analytics: Complexity

measurement

The simple act of tracking things and recording values. Can be passively or actively collected.

evaluation

The process of trying to make meaning from the data measured. Descriptive analytics: Does the data mean something good or bad?

advanced evaluation

When data sets get large enough we can use advanced techniques to discover powerful insights. Data mining, AI, machine learning, etc.

predictive and prescriptive

Make predictions and decisions based on data and advanced algorithms. Recommendation engines are the best example in learning.
Understanding learning analytics: Categories

**Learning Experience**
Understand more about a specific learning activity or skill development.

**Learner**
Understand a learner or group of learners through engagement tracking.

**Learning Program**
Understand an overall learning program to measure its effectiveness against business objectives.

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**The future in practice.**

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**next generation learning ecosystem**

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<tbody>
<tr>
<td><strong>01</strong></td>
<td>away from the LMS</td>
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| Learning happens in a disconnected, mobile, and social environment.
How much of what you've learned or what you're learning now is happening away from traditional LMSs? |
| **02** | mobile, social, informal |

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<td><strong>03</strong></td>
<td>connected to outcomes</td>
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<td>Learning outcomes are tied to the business and can be measured through analytics.</td>
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*Learning outcomes are a critical part of any learning program. The data from this ecosystem can help you measure the impact of your learning initiatives and show their effectiveness.*
Visa University: A new ecosystem

A next generation learning ecosystem brings this all together. This example from Visa shows that the LMS is just one small part of a modern learning ecosystem.

Source: Getting Buy-In From the Boss. Andy Webb, Applied

Comprehension vs. Application

When a patient’s heart stops and needs to be resuscitated.

Learning Ecosystem

- LMS Training Lab
- Mobile Simulation/Defibrillator App
- Mock Code Blue In person Observation
- Learning Analytics Platform (Watershed)

MedStar Health Simulation Training & Education Lab (SITEL)

Code Blue
When a patient’s heart stops and needs to be resuscitated.
Does the amount of training activity over time have an impact on Code Blue KPIs?

<table>
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<tr>
<th>Time to defibrillation</th>
<th>Time to chest</th>
<th>Time to first drug</th>
<th>Arrival times</th>
<th>Time hands off chest</th>
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The Watershed Model makes it easy to understand and get started with learning analytics.

**Getting Started**

**yes you can!**

01. **Gather your data**
- Start collecting data in a common format at a central location. Make it easy and ensure you have access.

02. **Get to know your data**
- Understand what you have. What is out there, what is reliable and what is missing? Do some simple evaluations and create baselines.

03. **Operationalize your data**
- Automate your way out of "Excel hell". Define some interesting metrics and KPIs, start monitoring them routinely. What trends do you notice?

04. **Explore your data**
- Everything is contextual and not "total". Transformation "total" to "contextual": From correlation and regression to scorecard and data stories. Can you see trends in the larger business?

05. **Experiment with your data**
- Start a new learning program with analytics in mind. Set up well-controlled experiments and A/B tests to validate a hypothesis. Create a culture of continuous improvement.

06. **Show off your data**
- We've long known that learning is vital. Now let's probe it! Go forth and show the world!