



TRAINING & DEVELOPMENT **REVOLUTION**

DISRUPTIVE TECHNOLOGIES
AND NEW APPROACHES

The Problem

In the fast-paced, ever-changing world of work, organizations must constantly evolve to remain competitive. One of the most critical areas where businesses must continually innovate is in their approach to training and development. The traditional Instructional Systems Design (ISD) model has been the dominant approach to training for decades. However, with the advent of new technologies and research on learning, it is becoming increasingly clear that a revolution in training and development is necessary.

The Solution

One of the key problems with the traditional ISD model is that it often tries to cover too much ground at once. Many training sessions attempt to teach multiple competencies simultaneously, which can lead to information overload and hinder learning. Studies have shown that focusing on one competency at a time can be much more effective in promoting skill development.



Research Proves It

Research has also shown that multitasking, which is often required in traditional training models, can be detrimental to learning. When participants are forced to shift their attention between different tasks, they may not fully absorb the information being presented. Additionally, multitasking can reduce the amount of time and energy individuals have available for deep learning and reflection.

To understand why these new approaches are so important, it is necessary to consider how the brain processes information. When we learn, we create new neural connections in the brain. These connections are strengthened through repetition and practice. However, if we are overloaded with information or distracted by multitasking, these connections are weakened or not formed at all.

Research has shown that **focusing on one competency at a time** can lead to more effective learning outcomes. By limiting the amount of information presented and allowing participants to practice one skill thoroughly before moving on to the next, individuals are better able to consolidate their learning and make it stick.



Microlearning

One approach to this type of focused training is microlearning. Microlearning involves delivering training content in small, bite-sized pieces that can be completed in a few minutes. This approach allows participants to focus on one specific skill or concept at a time, without being overwhelmed by information. Additionally, microlearning can be easily accessed on mobile devices, making it a convenient and flexible training option.

Spaced Learning

Another approach that has shown promise is spaced learning. Spaced learning involves breaking up training sessions into shorter, more frequent sessions. By spacing out the training, individuals have time to consolidate their learning and practice the skills they have learned before moving on to the next session.

Both of these approaches are supported by scientific research. Studies have shown that microlearning and spaced learning can be more effective than traditional training methods in promoting long-term retention of information.

In addition to these new training approaches, disruptive technologies are also playing an important role in the training and development revolution. Virtual and augmented reality (VR/AR) technologies, for example, are being used to provide immersive, hands-on training experiences. These technologies allow individuals to practice skills in a safe, simulated environment, which can be especially valuable in industries such as healthcare or aviation where mistakes can have serious consequences.

Another technology that is transforming training and development is artificial intelligence (AI). AI can be used to personalize training content based on an individual's learning style or pace. Additionally, AI can be used to track and analyze training data to identify areas where participants may be struggling or where training content may need to be adjusted.

The training and development revolution is here, and organizations must adapt if they want to remain competitive in the rapidly changing world of work. By adopting new approaches that focus on one competency at a time and limit multitasking, as well as leveraging disruptive technologies such as VR/AR and AI, businesses can create more effective training programs that promote long-term competency development.

Conclusion

The traditional ISD approach to training and development is no longer sufficient for today's fast-paced and dynamic work environment. Instead, new approaches that focus on one competency at a time and limit multitasking are necessary for effective learning outcomes. Microlearning and spaced learning are two approaches that have shown promise in promoting long-term retention of information and improved performance on assessments and at the workplace.

Additionally, disruptive technologies such as VR/AR and AI are transforming the training and development landscape, providing new opportunities for immersive, personalized, and data-driven learning experiences. To remain competitive, organizations must embrace the training and development revolution and adopt these new approaches and technologies to promote continuous learning and skill development among their workforce.

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