


IGNITE! PRESENTATIONS  
TECHNICAL CONCEPTS



# Best Practices for Nudge Learning to Drive Learner Adoption and Performance

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Social: #ADLiFEST | WiFi: HILTON\_MEETING / Password: ADLiFEST **iFEST**

# iFest 2019

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## Best practices for Nudge Learning to drive learner adoption and performance

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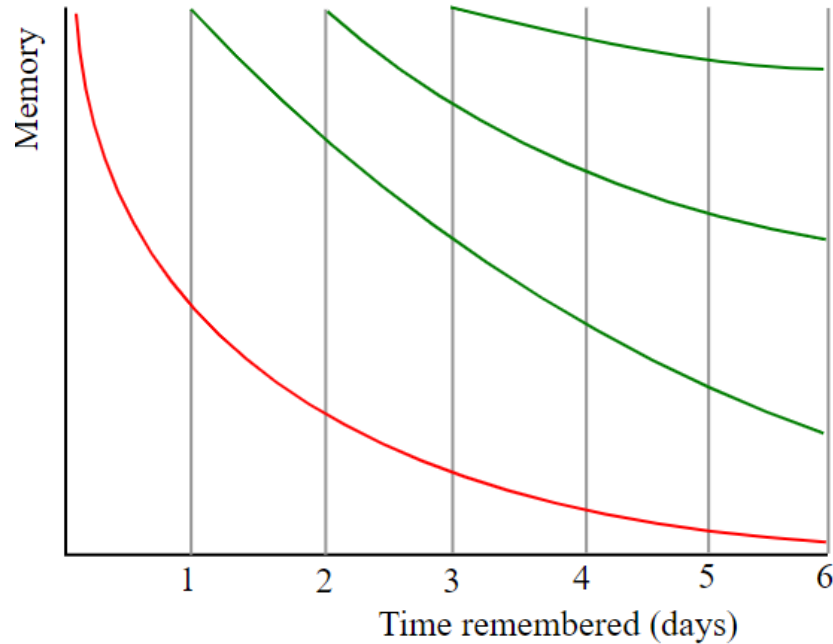
Harbinger Systems



For the things we  
have to learn before  
we can do them, we  
learn by doing them

- Aristotle

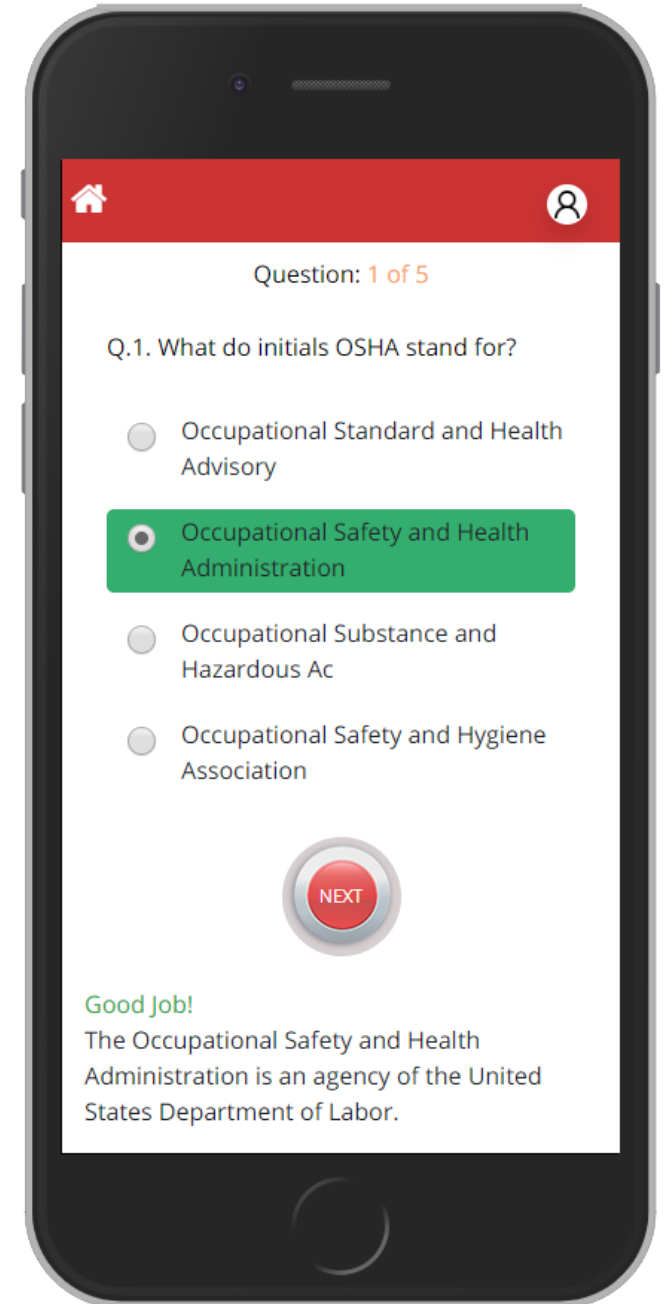
## The Forgetting Curve



Overcoming the forgetting curve with spaced learning (using nudges)

Source: [https://en.wikipedia.org/wiki/Forgetting\\_curve](https://en.wikipedia.org/wiki/Forgetting_curve)

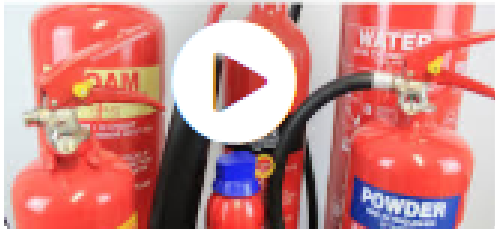
# Reinforcement Nudge (at specific intervals)



Deliver small chunks of  
knowledge in the flow of work  
(personalized and social nudges)

## Based on your organizational learning goals

### TYPES OF FIRE EXTINGUISHER



#### Fire Extinguisher Training

A simple guide on fire extinguisher types and uses.

#### Fire Safety on the Construction Site

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This videos has some useful tips for Fire Safety on the Construction Site

## Based on your learning goals set



#### Basic Email Writing

Basic Email Writing  
English Tips  
effective

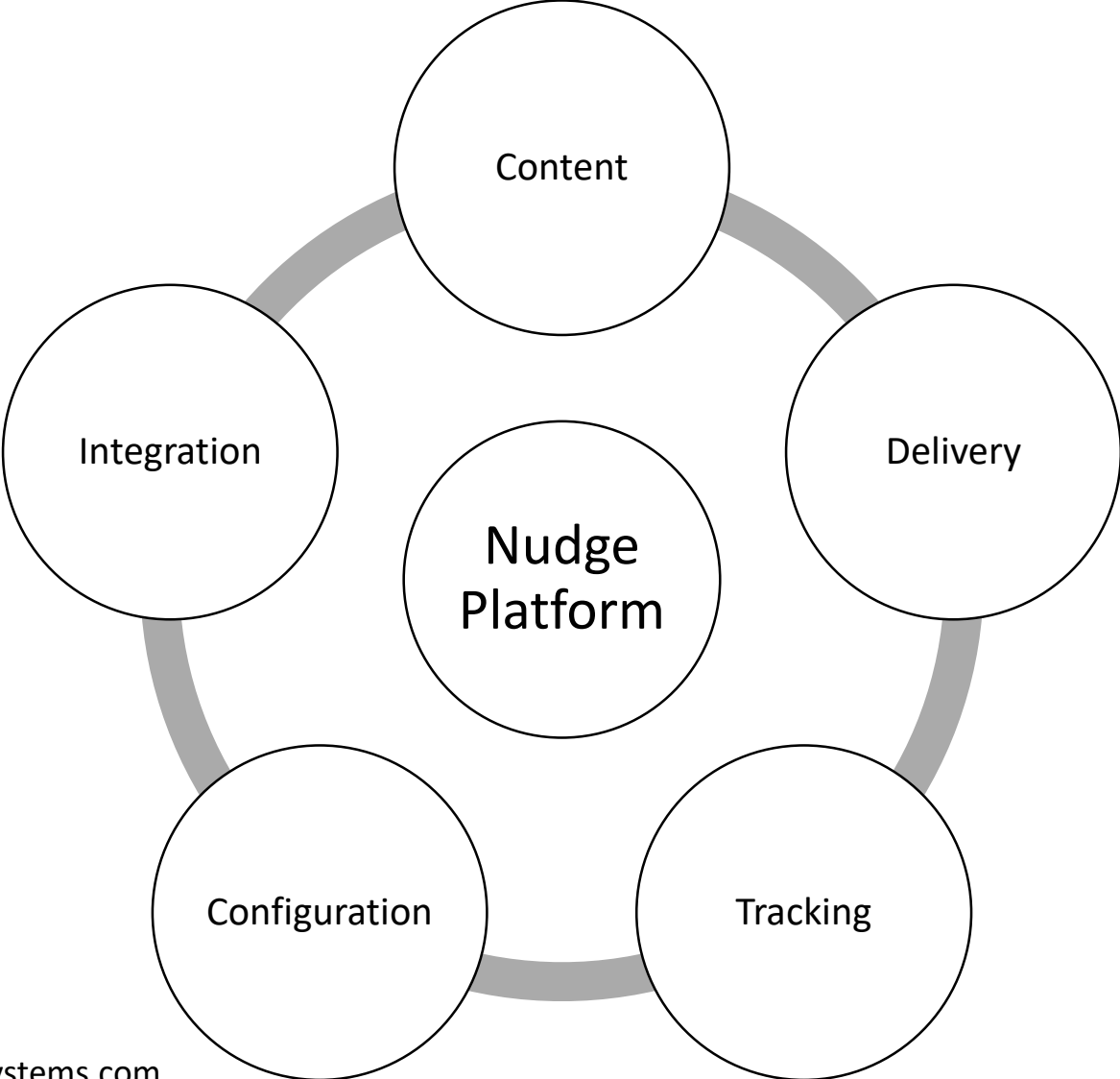
# Job aid Nudge



Social Nudge (Influence Behaviors)



# Core Elements of a Nudge Platform

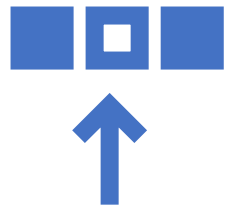


Chunk large content to smaller modules for more effective nudging

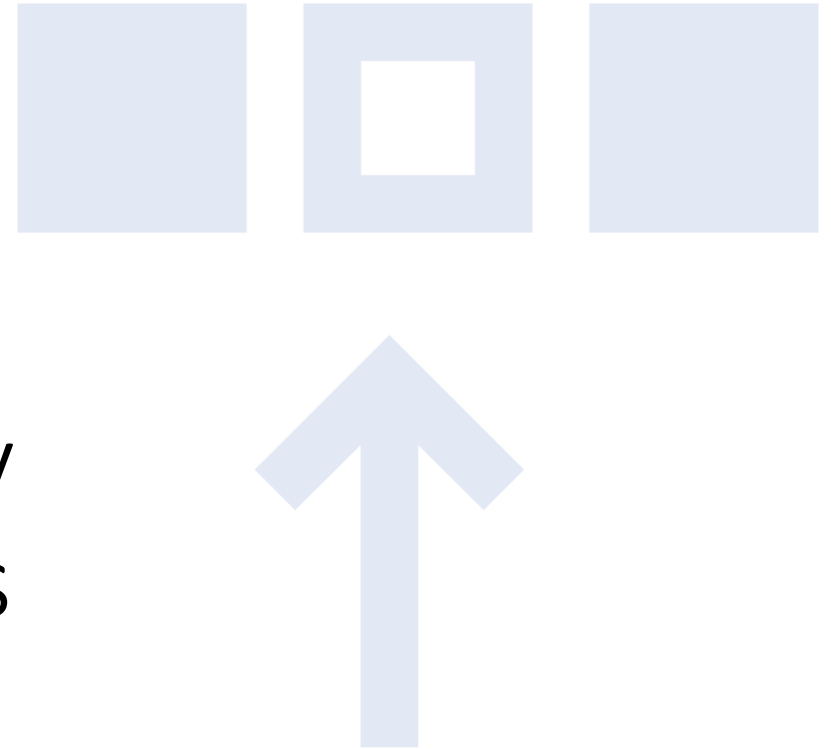


Create multiple nudges for each learning objective for better personalization





Create a “digital advertisement” like framework for delivery and tracking of nudges



Deliver nudges  
through multiple  
channels



Mobile Learning App



Collaboration Tools



Browser Search

Create a sophisticated tracking mechanism that has ability to learn and personalize nudges



Impressions



Clickthrough's

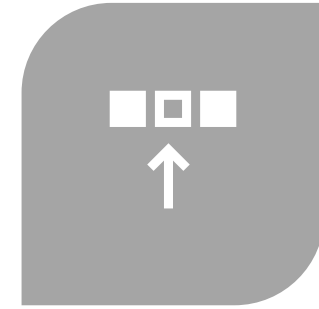


Conversion

Configuration  
should support  
multiple  
options



LEARNER INTEREST



ADMINISTRATOR  
INTEREST



SOCIAL INFLUENCE

Integration  
should allow  
interfacing  
with multiple  
platforms

HRIS

LMS

Productivity tools



# How to make it truly scalable?

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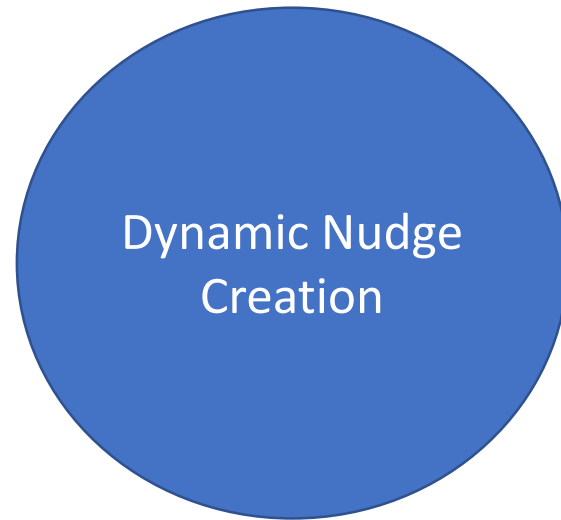
AI



STANDARDS (XAPI)

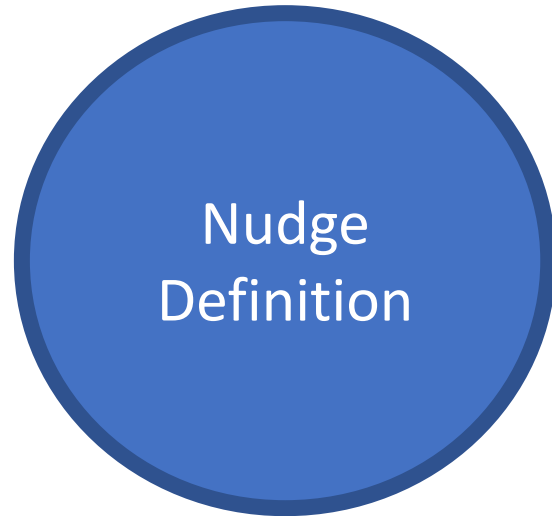
# Role of AI-NLP?

- Scalability in handling large volume of content (chunking and nudge creation)
- Recommendations based on data

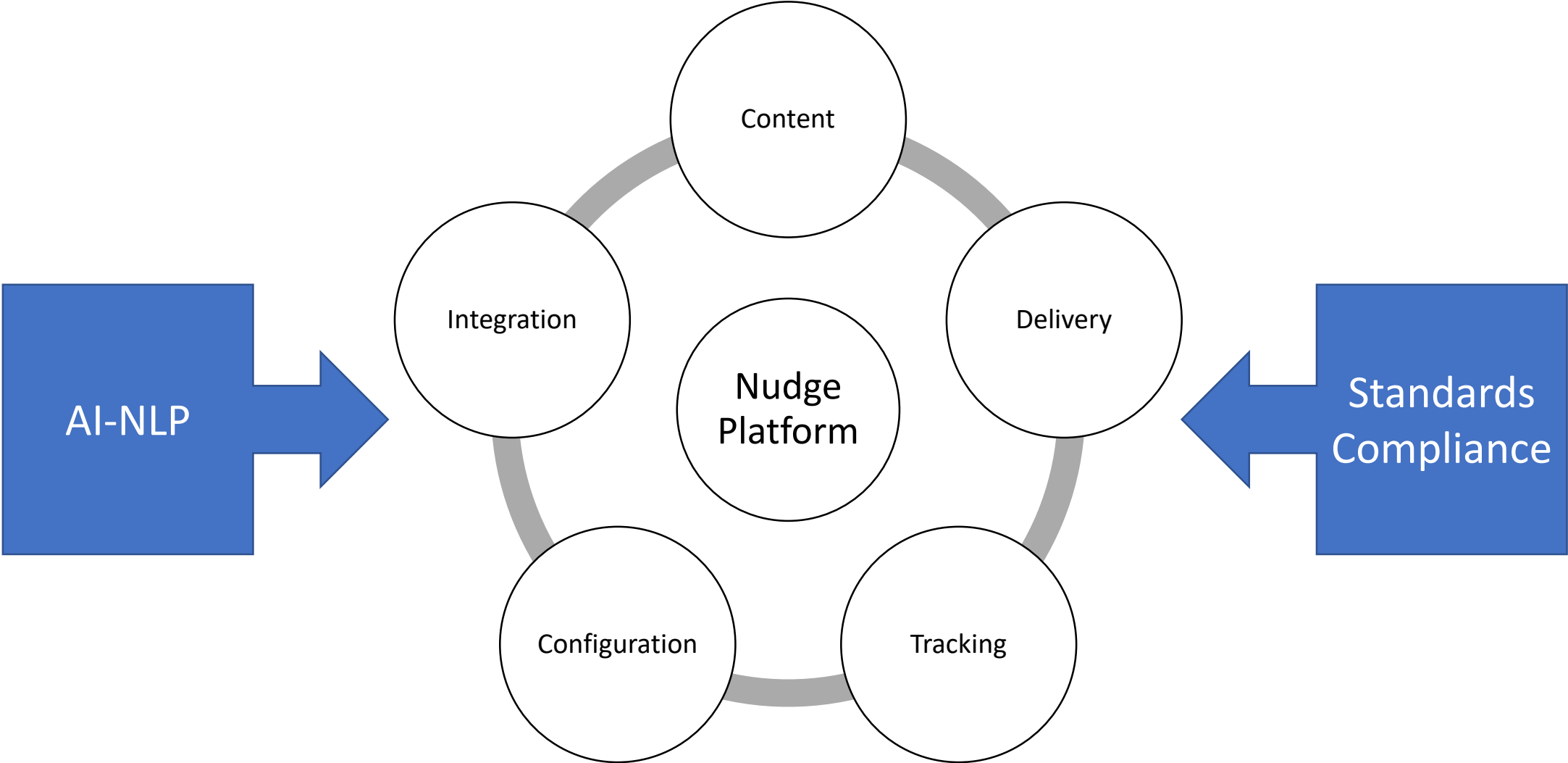


# Role of Standards (xAPI)?

- Portability of nudges across tools and platforms
- Ease of integration



# Summary





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# Thank You

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