

THE CASE FOR ONLINE COLLABORATIVE LEARNING



5 CRITICAL SHIFTS IN CORPORATE LEARNING

- 1 **Remote work requires new ways of learning**
Remote and hybrid work environments will challenge how organizations create cultures of learning.
- 2 **Organizations and workers align on purpose**
Purpose is emerging as an organizing principle that connect the needs of all stakeholders.
- 3 **Learning drives employee engagement**
With employee experience in focus, learning is a critical level in engagement.
- 4 **Learning shapes inclusive work**
For organizations to deliver on the promise of diversity and equity, they will need to learn to be more inclusive.
- 5 **Learning fosters well-being and belonging**
Human-centered approaches to HR are becoming increasingly important and central to success.

THE NEW MANDATE: BUILDING CAPABILITIES FOR THE RESILIENT ORGANIZATION

Organizations are turning to the capabilities of collaborative learning technologies to **cultivate cultures of learning, establish connections between learners and experts, and drive learner engagement.**

Learners are looking for more: they want the **social connections that drive engagement and motivation.**

Online collaborative learning supports individual and organizational growth in critical areas including:

- **Leadership at all levels**
- **Upskilling and reskilling**
- **Onboarding**
- **Sales enablement**
- **Innovation**
- **Diversity, equity, and inclusion**

THE COMPONENTS OF COLLABORATIVE LEARNING

Online collaborative learning is active, promotes discussion and feedback, and engages peers with each other and experts.

- **Practice and application** to support learning in the context of work and organizational goals
- **Discussion and feedback** to enhance learning by sharing perspective with peers and experts
- **Team-based learning** that mirrors how work happens and develops interpersonal skills
- **Mentors and managers** to support learning with expertise and wisdom
- **Curated and goal-aligned content** that connects to business and learning goals
- **Effective facilitators** who guide learners through high-quality experiences that result in impact