

DESIGNING FOR MICROLEARNING

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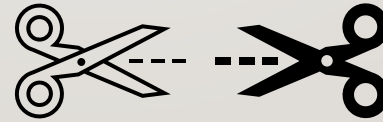


OVERVIEW

- What is microlearning
- Why microlearning
- Context in which the microlearning was applied
- What does microlearning look like
- Benefits
- References

WHAT MICROLEARNING IS NOT

- Not defined by its length or time
- Not merely based on chunking (splitting materials into smaller pieces)
- Not just a talking head



WHAT IS MICROLEARNING

- Learning that meets learners' needs just-in-time, when they most need it (learning in the workflow)
 - Accessible and searchable
 - Relevant and focused
 - Easy to digest/understand



THEORIES UNDERPINNING THE USE OF MICROLEARNING

- Learning by doing (Dewey, 1938)
 - Learning happens when learners are supported to make sense of the new learning material by applying it in authentic (as similar to situations of actual use; failure is part of the learning process)
- Zone of proximal development (Vygotsky, 1978)
 - Learners can be guided via scaffolding to learn new and relevant material

CONTEXT FOR THE INTERPERSONAL SKILLS E-MODULE

- Singapore Institute of Technology, Centre for Communication Skills
- Blended learning, rolled out in the LMS
- Needs-focused
- For students: memorable, interactive
- For teachers: available point of reference
- For administrators: scalable, cost-effective



BUILD RELATIONSHIPS: NEEDS ANALYSIS (MICRO)

Interpersonal Skills ▾

There are 6 modules in this course. Click on each thumbnail to launch the courseware.



Converse with Confidence



Build Relationships



Exchange Feedback



Handle Face-to-Face
Interview

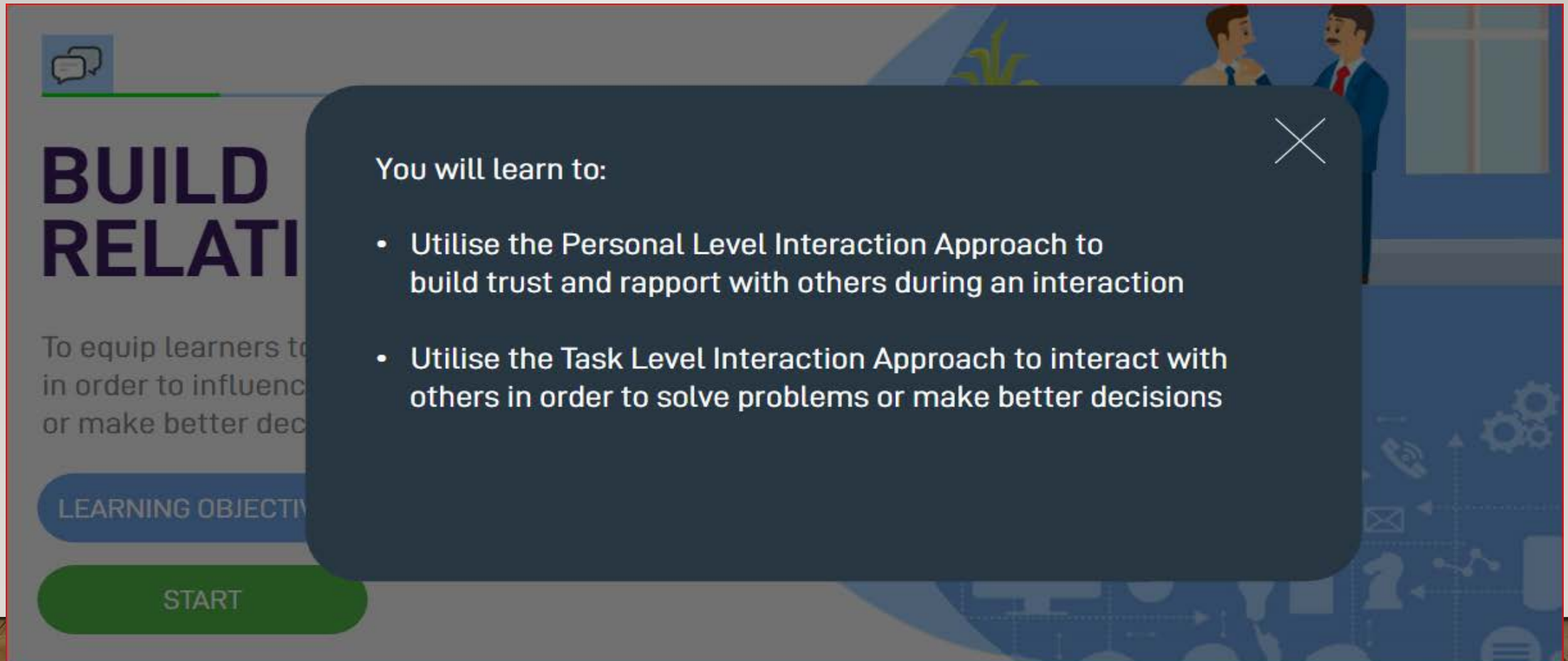


Manage Conflict



Present Effectively

BUILD RELATIONSHIPS: LEARNING OBJECTIVES (MICRO) - FOCUSED



The screenshot shows a digital learning interface. On the left, there is a sidebar with a speech bubble icon, the title 'BUILD RELATIONSHIPS' in large bold letters, a brief description 'To equip learners to... in order to influence... or make better decisions', and two buttons: 'LEARNING OBJECTIVES' and 'START'. A dark blue modal window is open in the center, titled 'You will learn to:' with a close button (X) in the top right corner. It contains two bullet points detailing the learning objectives. The background of the interface features an illustration of two men in business suits talking, and a bottom section with various icons like gears, a magnifying glass, and a network diagram.

BUILD RELATIONSHIPS

To equip learners to... in order to influence... or make better decisions

LEARNING OBJECTIVES

START

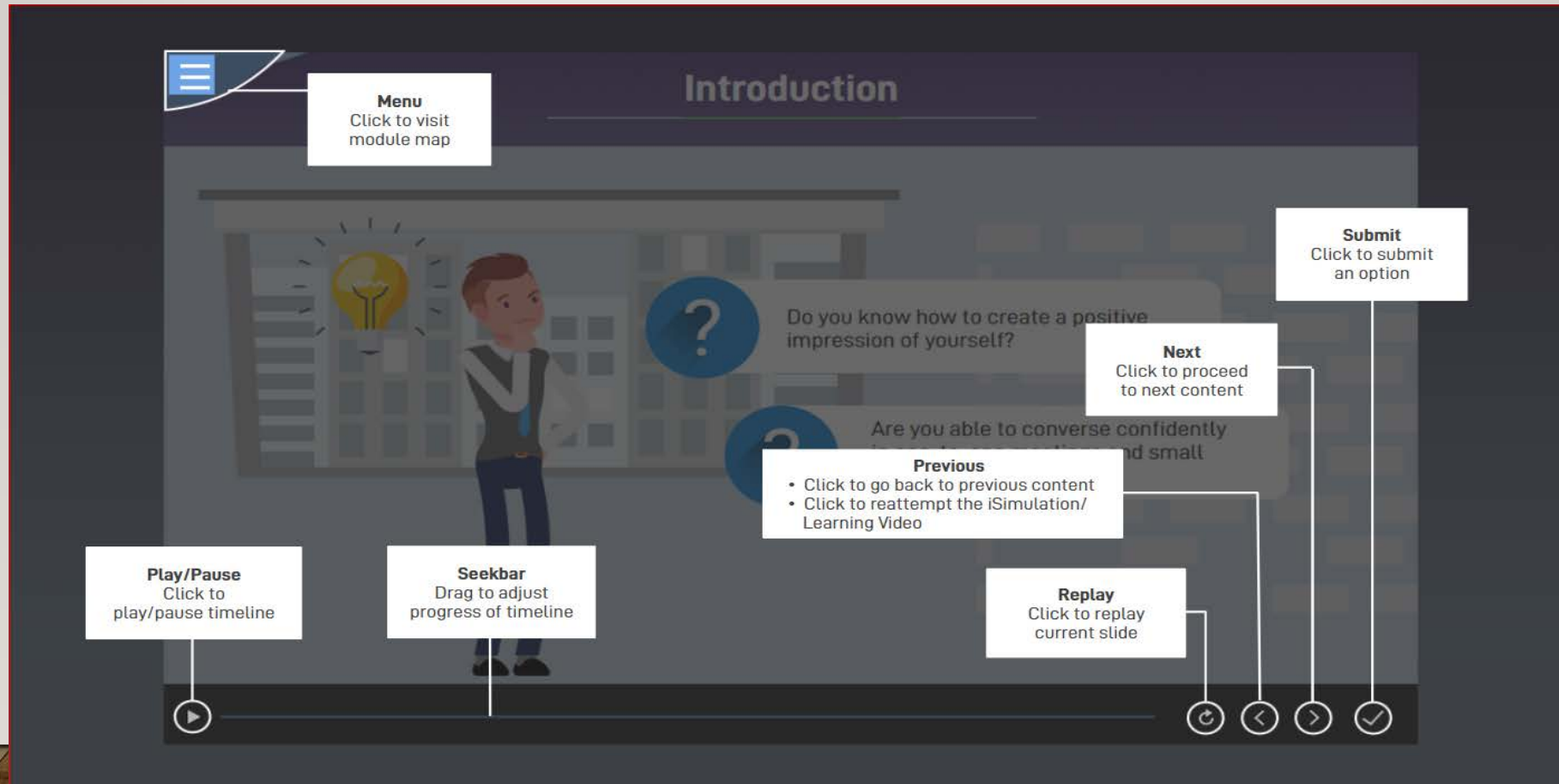
You will learn to:

- Utilise the Personal Level Interaction Approach to build trust and rapport with others during an interaction
- Utilise the Task Level Interaction Approach to interact with others in order to solve problems or make better decisions

BUILD RELATIONSHIPS: INTRODUCTION (MICRO)



BUILD RELATIONSHIPS: NAVIGATION (MICRO)



BUILD RELATIONSHIPS: NAVIGATION (MICRO)

Module Map



Personal Level Interaction Approach
S.E.E.D



Task Level Interaction Approach
L.E.A.R.N



Conclusion

Click on each topic to learn more.

BUILD RELATIONSHIPS: TYPES OF RESOURCES(MICRO) – INTERACTIVE VIDEO WITH AUTOMATED FEEDBACK

Your team members are arriving soon, you... :

☐ Personalise your greeting to every team member.




☐ Continue to work.

☒ Check

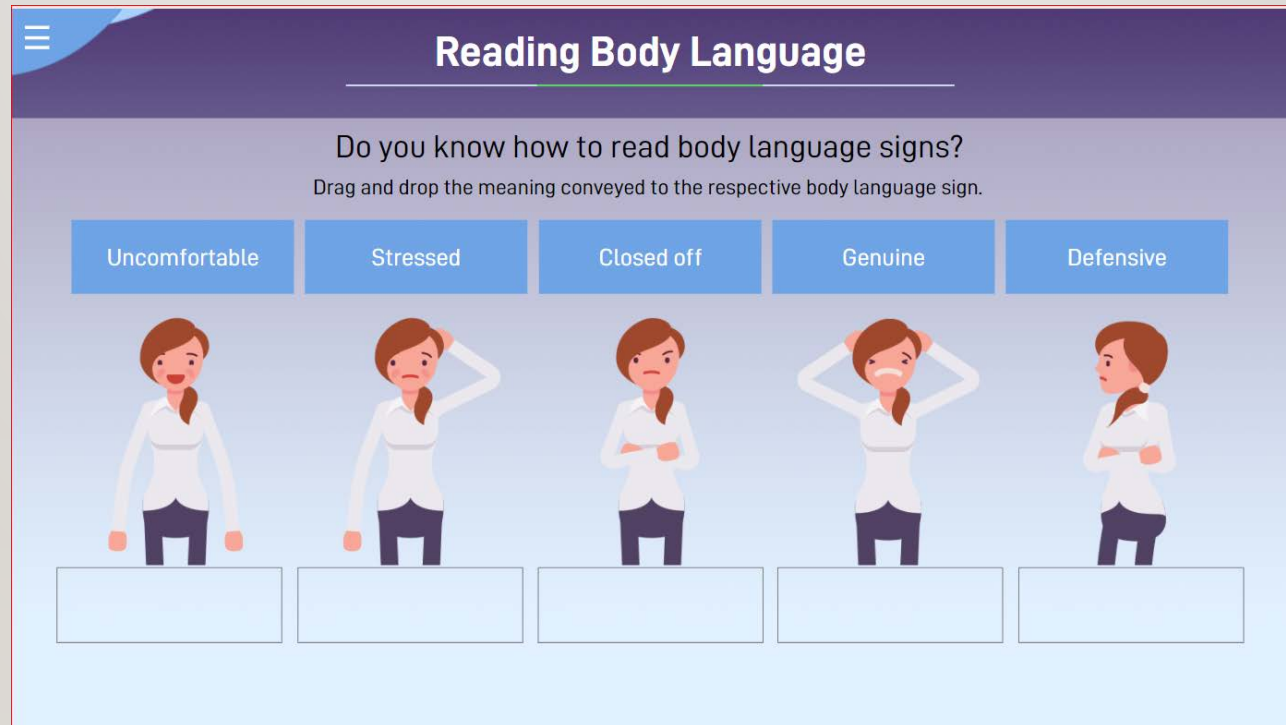
Your team members are arriving soon, you... :

✓ Personalise your greeting to every team member.

Continue to work.

  1/1 

BUILD RELATIONSHIPS: TYPES OF RESOURCES (MICRO) – INTERACTIVE EXERCISES



BUILD RELATIONSHIPS: TYPES OF RESOURCES(MICRO) – INFOGRAPHIC



BUILD RELATIONSHIPS: PROGRESS TRACKING BY USER (MICRO)

Module Map



Personal Level Interaction Approach
S.E.E.D



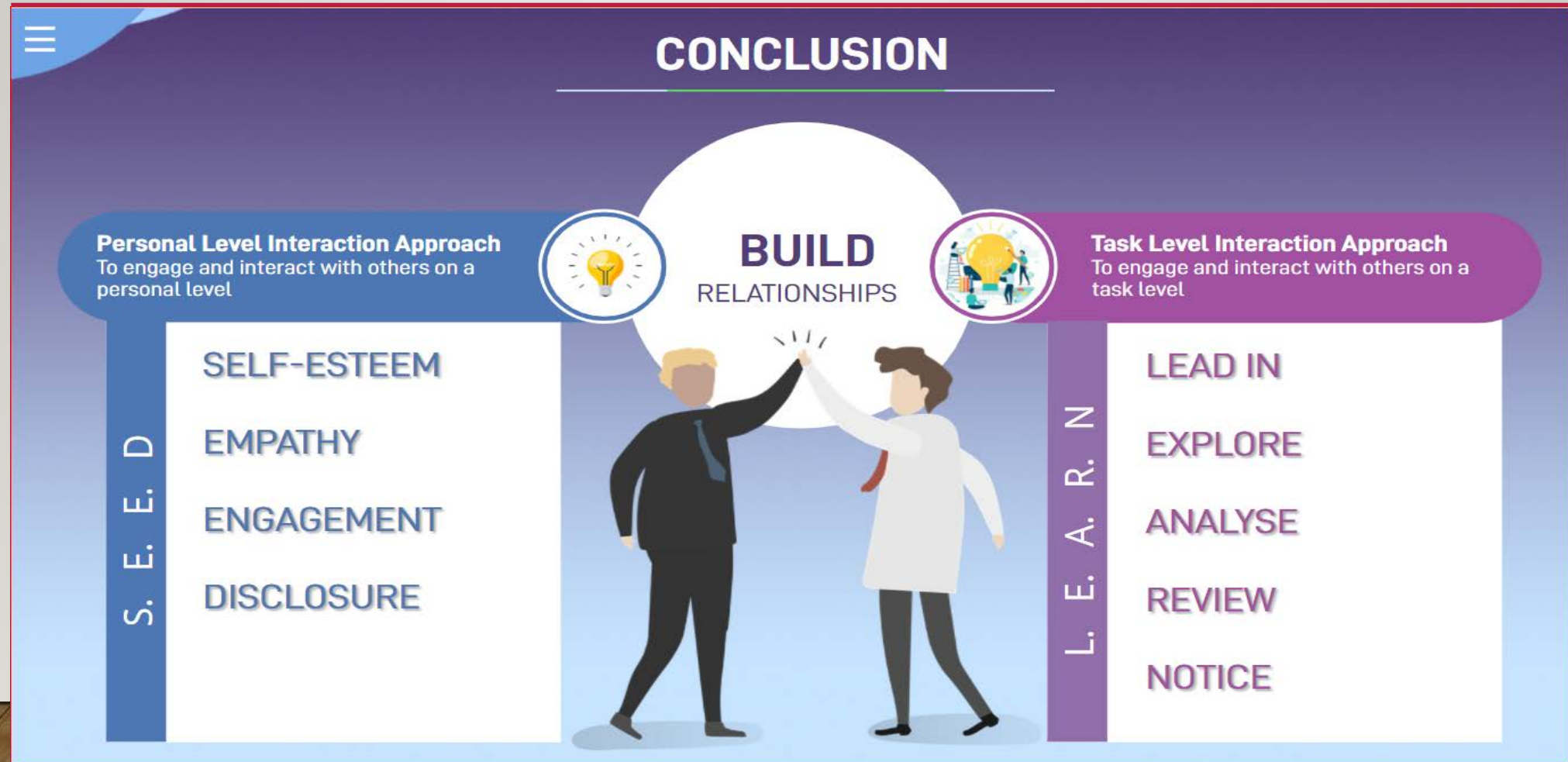
Task Level Interaction Approach
L.E.A.R.N



Conclusion

Click on each topic to learn more.

BUILD RELATIONSHIPS: CONCLUSION (MICRO)



BUILD RELATIONSHIPS: REINFORCEMENT ACTIVITY



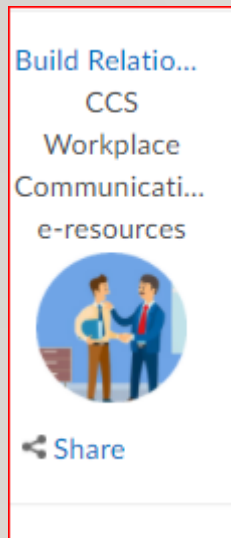
Select a discussion topic of your choice and demonstrate the personal level interaction approach using S.E.E.D or the task level interaction approach using L.E.A.R.N.

After the activity, reflect on the level of your competence using the checklist below:

Do not be discouraged if you have not mastered the approach. You will get better as you practice using the approach more.

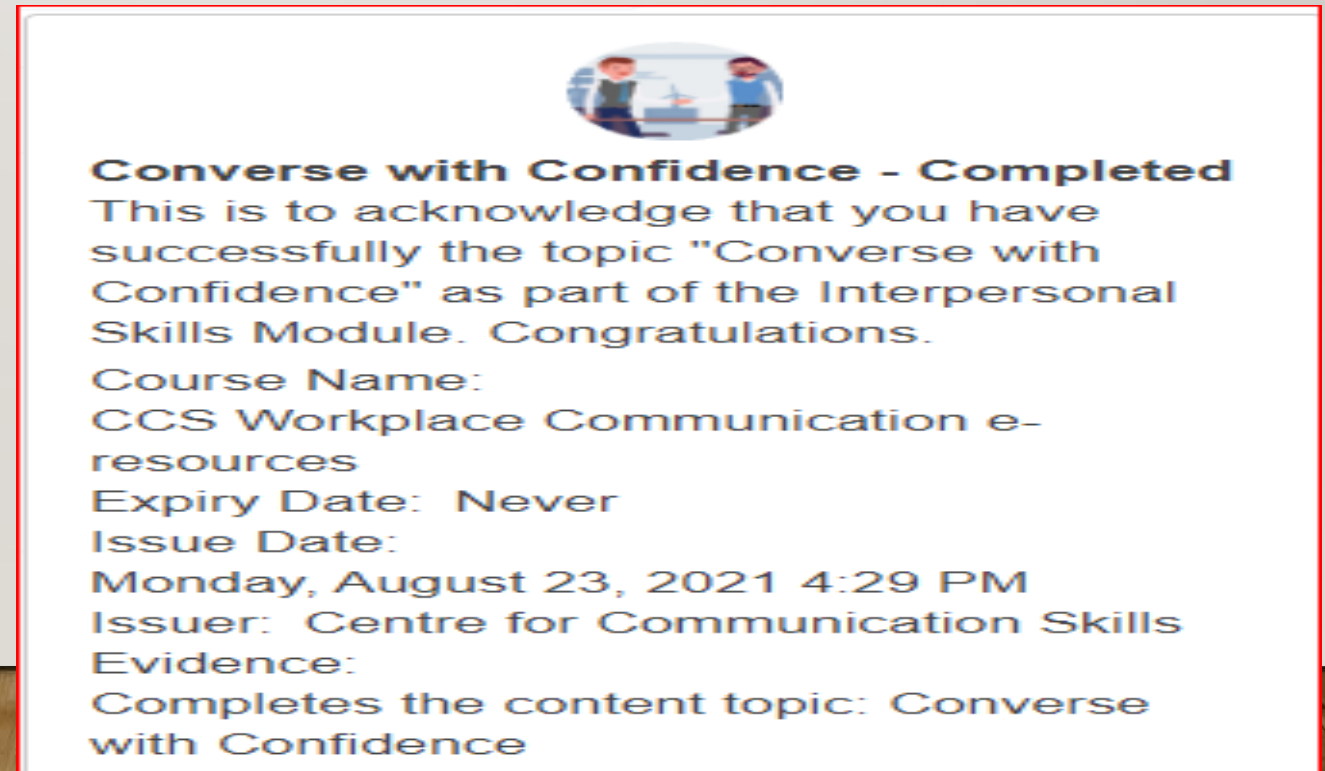
REWARDS (MICRO)

BADGES
OF A TOPIC)



(FOR COMPLETION

CERTIFICATES OF COMPLETION
(OF A MODULE)



SURVEY RESULTS FOR BUILD RELATIONSHIPS

✚		
Question		Test statistics
1	I am able to approach others in a work setting	0*
2	I am able to engage others in a work setting	0*
3	I am able to build trust and rapport within five minutes of interaction	0*
4	I am able to work with others on projects	0*
5	My confidence level in building relationships	0*

POINTS TO PONDER

- A change in mindset on how learning is designed for microlearning
 - Macrolearning and microlearning are not synonyms
 - Time to discard microlearning myths
- Acknowledge that micro-learning is not suitable for all learning situations
 - Not for the teaching of concepts or complex problem-solving skills that are new to the learner
- Integrate microlearning in the flow of work/studies (the training or learning ecosystem)
- Need to have stakeholder inputs right from the design stage

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