

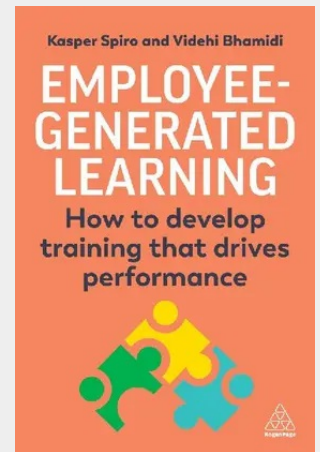
Employee-Generated Learning

How to Develop Training That Drives Performance

Developing learning materials has traditionally been a slow and costly process, with updates being a constant challenge. How can organizations counter this problem? Most companies adopt a learning strategy where content is created by a centralized learning and development (L&D) department, with no input from existing employees. This process is slow, expensive and makes it impossible to keep content updated. The solution is shifting content creation from a top-down approach to a bottom-up one, allowing employees to share their knowledge across the business. This approach is called Employee-generated Learning. Through it, L&D professionals have more time to focus on learning strategy and culture, analytics, ROI and addressing any knowledge gaps. This book is a practical guide that explains what Employee-generated Learning is, the benefits of this approach and how to implement it. It provides a framework for organizations of any size, enriched by detailed how-to's, industry insights and case studies from companies that have successfully implemented this bottom-up approach.

Employee-Generated Learning covers the shift in learning trends from formal to informal learning and from theoretical learning to performance support. It outlines the performance, financial and productivity gains from kickstarting a knowledge-sharing culture. Most importantly, it is a practical manual on implementing Employee-generated Learning step by step. The book is ideal for all learning professionals looking to upskill their workforce at pace, capture the knowledge and experience of their staff and improve both individual and business performance.

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