

# Just-in-time is just right: The modern learning experience

With competing priorities day in and day out, the main reason employees don't take part in formal or informal learning opportunities is time. According to research by Cornestone on Demand, 61% of employees see time as a barrier to learning, meaning you have to find ways to incorporate relevant learning into the day-to-day. But how can you make that happen?



## Focus on your learners

Human-centered design is the foundation for a solid employee-led, personal experience that will allow your team to find meaning at work. Learner personas are the starting point to make a meaningful difference in your learning solutions.

We partner with you to co-create designs that start with the learner, are supported by data and analytics, and come to life through robust change management practices during implementation.

When you work with Ardent to create just-in-time learning experiences, we guide you through the following steps:

1

Discover the root cause for challenges in performance and behavior.

2

Create learner personas to understand the emotional state of your learners.

3

Co-create learner journeys using Design Thinking.

4

Design and develop minimal viable products and test the solution before final rollout.

Interested in engaging learning experiences that give your team exactly what they need, right when they need it?

Contact an Ardent expert today to learn more.

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