

Insight 2 Go: Simulation-based Microlearning

Adult learning begins with exposure and experience and manifests in behavioral change. In the fast-paced environment that is our modern business context, it is difficult to measure ongoing behavioral modification resulting from learning and development programs.

Insight2Go is a quick bite-size microlearning product that answers the questions Learning & Development leaders everywhere ask: *Did our learning program work? How do we know?*

Learning and Reinforcement

Insight2Go is a short-form leadership simulation experience, typically including three or four rapid-cycle decision responses to a relatable business situation. Learners engage in 10-15 minutes of concept learning, context building, and decision-making and are rewarded with appropriate feedback, metric outcomes, and a medal. A deeper understanding of the content and situation, combined with adoption of desired behaviors, results in stronger outcomes for the learner.

Insight2Go is accessible from any device. This enables microlearning experiences for the average user who might be accessing modules during a commute or lunch break.



Target Audience
Employees or leaders at any level



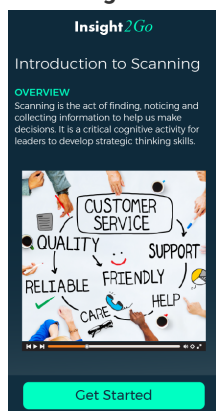
Desired Outcomes

- Energize a population about a key idea or topic.
- Connect leadership ideas to business results.
- Generate unique organizational feedback for sponsors.



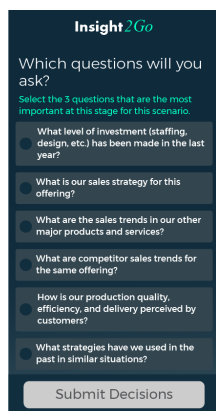
Logistics
10–15 minutes

Background



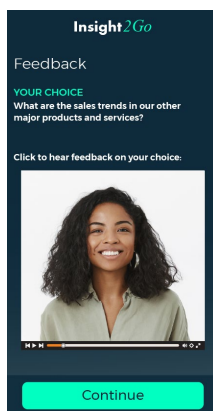
Users access data to understand the metaphorical situation, business context, metrics, and learning theory for decision-making.

Decisions



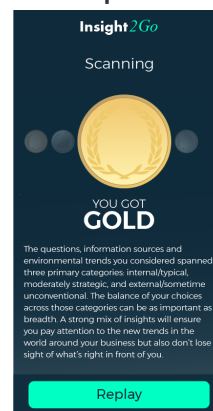
They then enter a decision-making phase, responding to several decision prompts and answering the question: *What would you do?*

Feedback



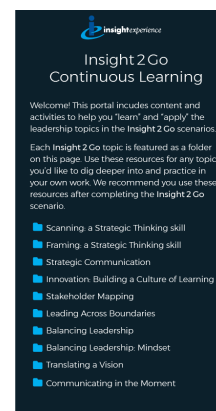
Users receive specific, in-the-moment feedback for each decision made.

Comparison



The micro-experience culminates with overall feedback, business metric outcomes, and a medal awarded based on performance.

Reflection

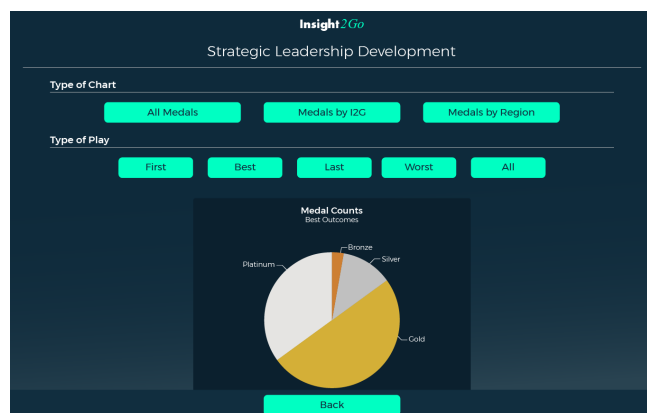


A repository of additional learning resources and the ability to replay the simulation lead to more sustainable behavior change.



The Learner Experience

The customized **Insight2Go** suite is presented on a dedicated landing page featuring learners' individual scores on an interactive leaderboard. By incorporating comparative rankings, the leaderboard facilitates peer benchmarking and cultivates a sense of friendly competition among colleagues.



Accessing Learner Data

Insight2Go offers the unique opportunity for L&D leaders to review learner-outcome data over time. Use the Manager's Dashboard to track usage and see performance data for your leaders. In addition to knowing if a population has viewed or completed the ongoing learning, you can better understand *how* learners are approaching situations and if desired behavioral modification is occurring over time.

These insights can be analyzed to inform your future learning experiences and provide input for executives.

SCORE LEADERS	
Safiya Walters	65
Genevieve Sloan	61
Francesco Ramsey	58
Damon Knox	47
Hernan Barrera	40
MOST PLATINUM MEDALS	
Genevieve Sloan	2
Sasha Brock	2
Safiya Walters	1
Lorna Williamson	1
Molly House	1

Design Approaches

- **Insight2Go** can be a completely customized series, built to the needs and specifications of any learning initiative.
- However, many off-the-shelf solutions already exist for behavioral support of such common leadership skills as strategic communication, leading in matrix organizations, managing diverse stakeholders, vision casting, and more.

Sample Applications

- Many of our clients use **Insight2Go** modules to reinforce specific learning concepts from a larger leadership development program, rolled out in the weeks or months that follow.
- **Insight2Go** can also be designed to introduce new topics incrementally over time to align learning to the business cadence of an organization.

