

Mobile vs. Desktop Learning?

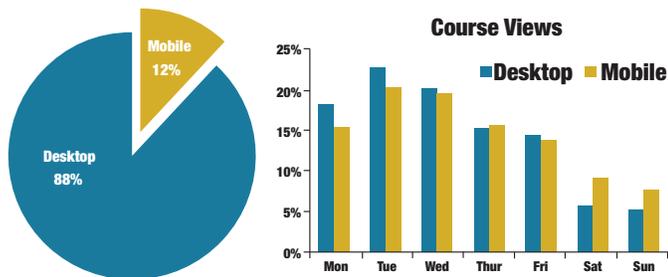
Learners show equal success on the same courses, whether they access the courses on their desktop or on a mobile device. That's one of the key determinations made by a recent survey.

"But mobile learners achieving same outcomes in half the time," CEO Donna Wells of Mindflash adds. "And providing mobile course access is likely to increase percent of learners who reference course content after they initially complete the course."

The research also emphasizes that shorter courses are better when learners are accessing them via mobile devices. Wells suggests that course designers break up courses into a series of shorter lessons, which should require sequential passing.

She also suggests that learning professionals "consider swapping PowerPoint for Microsoft Word and increasing usage of video to improve experience and success among mobile learners; to correlate training outcomes with business outcomes; and to integrate LMS data with CRM or financial systems data, if at all possible.

Weekends Favor Mobile Courses



—More info: www.slideshare.net/mindflashmarketing/taking-measurement-mobile-assessing-mlearning

More Transparency Needed For Corporate Talent Pools?



In a survey of 518 directors, managers, and employees based in Great Britain, 71% of respondents said their organization should be more open about which employees are in their company's talent pool.

Nearly three-quarters (73%) of respondents said it is apparent that some individuals get treated differently in terms of career development and progression opportunities within their organization.

More than half (54%) of all workers surveyed said that their organization doesn't recognize their full potential, and even 38% of those who are in a talent pool said their full potential is not recognized. More than a third (36%) of all respondents said their company does not track or manage their personal or career development.

Of the 23% of respondents surveyed who are currently in a talent pool, the majority (81%) said this motivates them to perform their job better. Meanwhile, around one-third (35%) of those who are not in a talent pool feel demotivated as a result, reinforcing the need for clearer communications and enterprise-wide career and personal-development strategies so that everybody feels supported and valued, regardless of whether they are in a talent pool or not.

—More info: www.kallidus.com

People on the Move



Adam Weschler has been appointed manager digital programs for the *Elearning!* Media Group, publishers of *Elearning!* magazine and *Government Elearning!* magazine. Weschler will be responsible for administering and updating Elearning!'s www.2elearning.com website, email newsletters and virtual events.

Dan Doering has joined eLogic Learning as senior account executive. Doering brings over six years of learning and talent management industry experience to the company. In his new role, Doering will focus on helping eLogic Learning's clients empower their employees and channel partners with the knowledge and tools they need to perform their jobs

effectively, creating positive results for the whole enterprise. He received his Bachelor's degree from Florida State University where he majored in marketing.

Denise LaForte joins Mercer as North American HR Transformation Practice leader. In her new role, LaForte will be responsible for leading the growth of the firm's HR Transformation Practice by delivering integrated HR transformation solutions including HR strategy, HR service delivery, and broad strategic change management to improve the performance and outcomes of clients' HR functions. Additionally, she will work closely with Mercer's Workday Practice to link full scale implementation capabilities to these transformation solutions. LaForte,

who holds a bachelor's degree in finance from the University of Illinois and an MBA in HR management from DePaul University, will be based in Chicago.

Nana Gregg, senior Salesforce administrator for BRG, a global workplace management solutions firm, has been recognized by Salesforce.com as one of only 15 new "MVPs" selected worldwide. The Salesforce.com MVP program recognizes exceptional individuals within the Salesforce community for their leadership, knowledge, and ongoing contributions. In her role at BRG, Gregg is responsible for the implementation, administration, support and sustainment of the Force.com family of products upon which BRG relies so heavily.

91% of learners say that team collaboration is either essential or very useful for learning what they need for their job.

—Britain's 'Towards Maturity Learning Landscape Audit'

Talent Analytics Investments Lag

Do organizations truly know how to invest in talent wisely? The answer is no. Five prominent talent analytics gurus — Shreya Sarkar-Barney of Human Capital Growth, Anshul Sheopori of IBM Research, Gene Pease of Vestrics, John Mattox of CEB, and Laurie Ruettimann, HR speaker, blogger, and author — now share their insights and tips about the current state of analytics. They reveal:

- >> Most organizations spend 40% or more of their total revenues on their talent.
- >> Only 2% of L&D organizations report that they are currently involved with analytics, but 35% are planning to increase their emphasis on building analytical capability.
- >> Top performing businesses are five times more likely to be using analytics than low performers.

—Source: <https://magic.piktochart.com/output/6678182-talent-analytics-tips-from-the-smes-by-skillsoft>



Big Data in HR Means Fundamental Changes

Big Data analytics, mobile applications and other fast-emerging technologies will fundamentally change how HR does its job.

“I think what’s really interesting at this time is that besides just the Cloud, things like Big Data analytics, in-memory database technology, all new kinds of mobile technology — all this is coming and it’s coming at the same time,” says Brian Sommer, a leading Human Capital Management and HR technology expert for 32 years.

“And that creates kind of a competency of technology change hitting all at once ... an opportunity for HR technology vendors as well as HR executives to take advantage of some very profound things that will change their processes. It’s going to change their technology. It’s probably going to change their perspective about what HR really should be doing going forward.”

—More info: <http://money.cnn.com/news/newsfeeds/articles/marketwire/1207554.htm>

The global mobile learning market will grow from \$7.98 billion to **\$37.60 billion** by 2020.

—MarketsandMarkets