

THE ESSENTIALS OF SOCIAL LEARNING FOR LMS

Classic textbook teaching confines a learner to the classroom, underexposed to the realm of learning beyond the instructor's guiding hand. But a lot of learning occurs outside of the classroom, within the workplace and on the job, as employees learn and develop insight based on their interactions with their peers.

This is the premise of social learning, as well as a core tenet of the 70:20:10 methodology, which flips the idea of traditional learning on its head. The approach puts forward the idea that approximately 70% of learning occurs through job-related experiences, 20% through interacting with peers, and only 10% through traditional classroom, instructor-led environments.

This approach abandons traditional models in favor of a more common sense approach: we learn best when we observe situations and interact with our peers. And, the benefits of interacting with our peers cannot be downplayed.

BENEFITS OF SOCIAL LEARNING



Institutional Knowledge – Peers in the workplace already have a deep understanding of the elements of a job role that simply can't be communicated in a rulebook or course. Interacting with peers on a social level within the workplace gives a learner an advantage that can't be found by simply completing a course.



Situational Awareness – Once social learning is applied, the learner is enabled to take themselves out of the classroom and out of the textbook and view, at last, the working environment for what it is: a social construct whereby people engage one another outside of the realm of their direct job function and teach and learn with one another.



Social Involvement – In a given week, most of us spend more time at work, with our peers, than we do with our families. It's important to have peers we admire and respect, but more importantly, we need to push and pull knowledge to and from these peers in order to enable us – and them – to improve. Daily communication based on historical institutional knowledge, best practices, and new trends in our industries helps us work towards higher learning goals that can't be expressed in basic coursework.





If there was any doubt, it's clear learning in social environments beyond the classroom is essential to development. So, how do do it?



Leverage Technology – Yes, we talked about social interaction, but tech can be a key tool in this whole conversation, especially when we have displaced teams that are globally dispersed. Great learning management systems (LMS) leverage collaboration, gamification, sharing, and many other elements to ensure all learners are on the same page and providing one another with the best ideas on how to move forward.



Encourage Interaction – It's one thing to say you adopt social learning. It's quite another thing to embrace it. If you understand that learner interactions improve engagement and retention, then you need to encourage involvement on a level that goes beyond simply having lunches and casual coffee. Encourage occasional, off-site meetings amongst staff as much as you would for yourself. Giving trust goes a long way in terms of earning social learning rewards.



Facilitate Experiences, and Consequences – Provide your employees with challenging, demanding pursuits. And

if they fail, let them fail. However, walk them through the narrative of the journey of striving for and missing the target together. This conversation can be instructive, and it can't be captured by technology. Instead, only the social aspect of communication will measure this approach.

SEE WHAT SOCIAL LEARNING LOOKS LIKE WHEN YOU LEVERAGE A POWERFUL LMS TOOL. START YOUR FREE 14-DAY TRIAL OF DOCEBO TODAY.

FREE TRIAL

ABOUT DOCEBO

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