

LTSF20 D3S4: Pre-diagnosis, assessments and microlearning in a time of rapid e-Learning transformation

Magdalena Mos – General chat

Michelle Parry-Slater: LTSF20: D3S4, 15 July 2020

Michelle Parry-Slater: Welcome to "Pre-Diagnosis, Assessments, and Microlearning in a Time of Rapid eLearning Transformation" with Magdalena Mos and me, your facilitator, Michelle Parry-Slater.

Michelle Parry-Slater: We'll be starting at 17: 15 UK time.

Michelle Parry-Slater: The session will finish at 18: 00 UK time.

Michelle Parry-Slater: The hashtag for the event is #LTSF20

Michelle Parry-Slater: Our thanks go to today's sponsor, Breeio <https://www.breeio.com/>

Debbie Jones: Evening. Calling from Bournemouth

Christine Locher: yoohoo Christine from South of London

Michelle Parry-Slater: Who are you and where are you joining us from?

Caroline Singleton: Hi all, I'm in Sale, Cheshire (UK)

Ariel Wrona: Hi! Good morning from Warsaw, Poland.

Fiona: Hi. I'm in South London

SL: Hi, Stefanie from Vienna, Austria

Monica: Hello from North London! : -)

Donald H Taylor: Donald Taylor, coming in from West London

Astrid: Astrid in Oxford

Ian: Evening from Chessington

Sindhu Radhakrishnan: Sindhu from London

Shaun Delaney: Hello from Chatham, England

Tomi Kassim: Good Evening from Nigeria

Dimitris: Hi from Athens!

Anne Leiser: Am joining from Berlin, Germany

James Booth: I'm from "dinigquarters " in Kent

Noel: Hi from Reading, UK!

Donna: Greetings from California, US

joseph bourlas: hi warm wishes from Athens Greece

Mary Lewis: Hello everyone from Gloucestershire (UK)

Robin: On the Welsh Border

Simon Fowler: Hi everyone - Simon from Hamble, UK south coast

Manuel Gericota: Manuel from Porto, Portugal

Jeeva: hi

Karen Chambers: Hi Michelle and everyone, I'm on the coast in Kent, UK

Sue Beck: Hi I'm calling from Woodley, Berkshire

Paul Ashworth: Hi all, from Guildford.

Sofie Martin: Hello from London

Donald H Taylor: Twitter handle: #LTSF20

Carol Jamieson: In from Epsom, Surrey

Anna: Hi from Cologne

Donna: I'm from San Francisco.
Andrew Cracknell: Hi from (rainy) Norwich, England.
harrisassociates@bluewin.ch: Hi Tony from Switzerland
Alina: Hi, Alina from Bucharest
Iffaf Khan: Hello from Isleworth
Göran Bolinder: South of Sweden here. It's been raining all day...
Meghan Castillo: Hi from Washington DC!
rhoda: hi - rhoda here from Edinburgh
Liz: Hi from Nottingham
Dominika Bijos: Sunny Poland!
Donna: Yep - foggy and cold. When I'm in London I feel very much as home !
Carol Ann: Carol from Hertfordshire
j Brown: north Kent coast
Stephen Power: Hi everyone...from Manchester
Alex H: Calling from sunny Humberside, UK
Anil Suman: hi Anil from North Kent
Mike T: Hello from Poole
Victoria: Greetings from Wuppertal
gal ovadia: Hi from Israel
Angie Hattingh: hi Tunbridge Wells Kent
Laura Watkin: Hi from Chesterfield
Caroline Singleton: It's raining in Manchester
Joe Parris: Hello from Dallas, TX
Nigel: Hello from Devizes
Alex H: Can I just ask what this system is being used to deliver these sessions
Sherri Montz: hello, from New Orleans
Astrid: quite grey in Oxford
Serena: Hello from London
Marina Vicente: Hola everyone! From sunny Barcelona
Christine Locher: Twitter is here <https://twitter.com/search?q=%23LTSF20%20%23D3s4>
Astrid: yes! it has been very sunny and then suddenly!
Stephen Power: What part of Manchester, Michelle?
Christine Locher: The session hashtag is #D3S4
Harry lin: Hello from Taiwan
Donald H Taylor: Our thanks go to today's sponsor, Breeio <https://www.breeio.com/lms>
Michelle Parry-Slater: #LTSF20 #D3S4
Shelley: Hello from Cambridge
Christine Locher: and #LTSF20 which we all have emblazoned onto our hearts of course
adam: Hello from Peterborough
Sally: Hi from Cheshire
Tia: Hello all from Hertfordshire...
chloe: Hi from Winchester
TG: Hello from Vancouver, BC!
Jonathan: afternoon all - Jonathan from London
RAKOTOSON Jean Emile: Hello from Madagascar

Richard (@RichardPriceUK): Hi from Yorkshire, UK!
Michelle McShortall: Hi from Dublin, Ireland.
Rob Schumann: Hi from Milton Keynes
Brenda Duffy: hello from rainy Halifax in the UK
Marie Daniels: Hello from Berlin
Lynne Taylerson: Hello from Worcestershire!
Christine Locher: Such a fab community : -)
Michelle Parry-Slater: You will notice there is a question box - please use this for any questions throughout
Gini Thomas: Hello from Singapore
lisa bays: yes
Michelle Parry-Slater: For the poll please simply tick your choice
Lisa 2: hello from Amsterdam
Mike 3: hello from Leeds
Michelle Parry-Slater: Please feel free to share your own stories and ideas here
Susana Bento: Hello from High Wycombe, Buckinghamshire, UK
Michelle Parry-Slater: It seems you have many experiences of speedy responses during Covid 19, just like Magdalena
Robin: European Union how we'll miss you
Iffaf Khan: @Robin, so true
Padma Rao: Hello from Singapore
James Booth: long overdue to have such a joined up org imho
Michelle Parry-Slater: I am sure many of you too have been in your home offices too.
Michelle Parry-Slater: Again please click the button which represents you
James Booth: I've been primarily home based since 2002, for me, the change is that everyone else is now at home
Amy B: @Richard Price - CQM?
TG: I have been working remotely since 2011 but I can definitely say that post COVID work from home was not the same.
Richard (@RichardPriceUK): @Amy B - What's CQM?
Michelle Parry-Slater: It is interesting TG that working from home has changed too in the past few months
Sindhu Radhakrishnan: I worked with all three
Amy B: @Richard - a learning provider for some Mental Capacity Training I procured. I'm guessing not the same Richard then ;-)
Alex H: What is the system being used to deliver this session?
Carol Ann: Webex is my favourite Isaac
Michelle Parry-Slater: I am sure you recognise this image from pre-covid days!
Debbie Jones: Used to use WebEx all the time for the last few years. Now moved to Teams and GoTo Market, or preferably videos
Meghan Castillo: @Alex Adobe Connect
Donald H Taylor: Alex - this system we're using is Adobe Connect
Alex H: Thank you Meghan
Richard (@RichardPriceUK): @Amy B - No, not the same one, sorry! I work at NHS Health Education England : -)
Alex H: Thank you Donald
Rob Schumann: WebEx is great for virtual classroom. expensive but very good. ms

teams is getting a lot of virtual classroom functionality in the not too distant future which a lot of organisations already have access to

Amy B: @Richard - your portal saved the day for rapidly transforming our training during the pandemic!

Isaac: @Yes, many thanks Richard. I'm working for NIHR at the moment dealing with training research staff for COVID

Richard (@RichardPriceUK): @Amy - thank you - it was a labour of love but we've had 1.6 million users through it since the pandemic started!

Amy B: @Richard - wowsers. Very much a job well done!

Mike 3: an interesting article, British army crisis management practitioner. As L&D professionals, do we train for times of crisis? https://www.army.mod.uk/media/9337/20200504-leading_through_crisis-cal-003.pdf

Michelle Parry-Slater: Wow Richard! You will recognise these issues of approach, culture, tech and data protection that Magdalena is talking about

Nishath: @Richard- is there a website that you have?

Mike 3: @RichardPriceUK I work for HEE too

Richard (@RichardPriceUK): Hi @Mike!

Tomoko: I don't see any slide on the screen but maybe just me?

Mike 3: Hi Richard

Mike 3: : -)

Donna: Micro-learning is CRITICAL!! 1-5 minutes MAX whenever possible!!

Richard (@RichardPriceUK): @Nishath - I don't want to take away from the presenter, so happy to share later if you want to email me for more info

- richard.price@hee.nhs.uk

mike 2: @Tomoko check your flash player <https://helpx.adobe.com/ie/flash-player.html>

Michelle Parry-Slater: @Tomoko Login/out might help get the slide to reappear

Sindhu Radhakrishnan: Agree with Micro learning - Bite size munching with storytelling/scenario based less than 4 minutes videos, infographics, Q&A (podcast) etc

Tomoko: Thank you! I will try it out now:)

Nishath: thanks Richard- will reach out

Michelle Parry-Slater: Yay for Frontie! I love a character in learning

Michelle Parry-Slater: Helps to make offline and online together

Sindhu Radhakrishnan: I use Vyond for creating bite size animated videos. It can go stand alone or incorporating with storyline.

Louise Mackenzie: Sorry I missed the platform that you're using for your e-learning design.

Donald H Taylor: More on Vyond: <https://www.vyond.com/>

Sindhu Radhakrishnan: animation videos I mean

Sarah B 2: We've just started creating podcasts, hoping they taken well!

James Booth: @Loiuse - articulate studio

Sindhu Radhakrishnan: As long as each bite size learning links with one or two learning outcomes it works!

Sindhu Radhakrishnan: animation

James Booth: HELP guides are bite sized learning that nobody reads anymore

Caroline Singleton: We create videos of the Help Guides / Quick Ref Guides - EPSS

Sindhu Radhakrishnan: We can do Q &A instead of help guides. If it's a system-based training. do a system walk through - see it, do it and test it

James Booth: @Caroline interesting. We made our help guides readable and human, and less reference style. but, people still routinely ignore any such menu option or button in apps

Caroline Singleton: We also have an application called a Chatbot where the QRGs are delivered as a result of the user asking a question in the chat window

James Booth: QRG?

Amy B: Quick Reference Guide

Donald H Taylor: Thanks, Amy!

James Booth: of course, doh !

Anita: That really nice@Caroline.

Michelle Parry-Slater: Indeed - I am loving how you are supporting each other and sharing in this chat. Do keep sharing.

Caroline Singleton: @James Quick Reference Guide

Chetna: How can you create a chatbot?

harrisassociates@bluewin.ch: Sorry the sound is not working

Michelle Parry-Slater: @You can check your sound with the dropdown arrow next to the speaker.

Caroline Singleton: We use an application and build a chatbot for an application (most of our training is around the use of IT systems)

Saul Letourneau: Also the sound issue is ironed out using Adobe Connect rather than a browser

Anita: I believe Teams has a chatbot functionality in it, we have tested this for rollout of some systems training

James Booth: @harrisassociates@[bluewin.ch](mailto:harrisassociates@bluewin.ch) - please see the orange tab called HOSTS below to chat with me

Karen Sheldon: That's really interesting Anita - will have to check that out

Chetna: @caroline Singleton do you use any particular application?

Dominika Bijos: Already using pre-diagnosis

Caroline Singleton: Yes, from a third party provider based in the US

Michelle Parry-Slater: To partake in the poll, please click the button for you choice. Do feel free to explain your choice in the next chat box

Chetna: Thanks Anita

Iffaf Khan: @Caroline, I find chatbots to be so frustrating. Is yours a little less soulless

Laura Watkin: Important to identify incoming misconceptions and level of prior knowledge

Dominika Bijos: Just like you said - great to compare directly before and after opinions/knowledge

Caroline Singleton: I's like to think so, based on feedback from clients! We also have the opportunity for users to speak to a trainer via the chatbot.

Dominika Bijos: I also used pre-diagnosis with expert learners to allow them to progress to more in-depth content

Laura Watkin: Pre-diagnosis may not be relevant if you're confident that what you're teaching will be completely new for everyone. So time and effort to collect info might not be very applicable and is built into session design through Pedagogical Content knowledge (experience) instead

Anita: I don't know if we can ever assume that something is completely new for everyone

James Booth: @Laura, but if you assess knowledge before and after then you know how much was learned

Anita: Everyone brings experiences and knowledge with them even if it's not necessarily known

Michelle Parry-Slater: It is great to evaluation to have pre-diagnosis

Marie Daniels: Laura, I think the soulless chatbot comes from the way they are programmed.

Caroline Singleton: @Marie - exactly!

Michelle Parry-Slater: You will be data gathering for some time to come I expect. Who else is data gathering?

Iffaf Khan: I stand corrected : -)

Dominika Bijos: @LauraWatkin pre diagnosis can be a tool to establish the level of your learners, and a great way to see progression through the learning journey

Carol Ann: A little humour in learning is important to me and was always successful

Ariel Wrona: @Dominika - I would even say that this is why trainers are using pre-diagnosis in the first place ;)

James Booth: love positive responses !

Dominika Bijos: Go Magdalena! Frontex employees people who work with people - makes sense to keep creating for humans...

James Booth: @carol Ann - in everything in life I find

Marie Daniels: agree re being used to animations, especially if you can humour

Donald H Taylor: I hope Magdalena kept the napkin!!

Anita: Agree and also animations doesn't also = humour

Laura Watkin: @JamesBooth Really important but only if the quality and nature of the assessments give you valid results. My experience is that pre-diagnosis is difficult to get right and often is poorly designed. Not saying it doesn't have its use.

Anita: sorry always not also

gal ovadia 2: have you used lms? how the training materials are organised?

Donald H Taylor: Anita - good point. An animation by itself, without the right content, could be awful

Dominika Bijos: @Yes, Ariel, but you can them direct them to the appropriate content, let them skip the basic information not to disengage the learners that are expert

Sandi Rodman: I think animation is great for adult learning. It serves as a hook

Laura Watkin: Also shows you might be trying to prove what you already know - they know less at the start than the end.

Caroline Singleton: We use animation is short sharp videos as part of the communicating process pre-implementation of a new system

Carol Ann: Absolutely right James Booth

Donald H Taylor: I'm finding this is a common theme in responses to Covid 19. A surprising number of organisations were already down the path and the virus has *accelerated* existing programmes

Andreea: Angie Hattingh - TW here, too :)

Laura Watkin: When time is tight and if evidence of impact is based on checking that they know what you've taught them, then time can be refocussed elsewhere

Dominika Bijos: I saw when asking about the confidence in a topic, it was pretty

high in learners because... they didn't know what they don't know...

Anita: Its interesting how an external influence can help cut through some of the red tape that holds us back

Wojciech Bednaruk: @Donald ... is there any specifically Covid related reaction that was not already prepared before?

Debbie Jones: Covid has given us the confidence to be more creative - almost the approval we didn't realise we were seeking

Michelle Parry-Slater: @Debbie I totally agreed

Anita: @Debbie Jones- I agree it's made us braver to try things

Donald H Taylor: I recommend Patti Shank for advice on writing Multiple Choice Questions: <https://www.pattishank.com/courses>

Carol Jamieson: @Wojciech we bought video editing software and upskilled very fast after the start of the lockdown and then put in place pre-employment induction

Caroline Singleton: I think learners are more willing to "suck it and see" during this strange time

Laura Watkin: @Dominika - you're correct but exactly as Magdalena has just said - getting it right is difficult. If firms don't have the expertise or it's just to "prove" some learning is happening then it's actually a very poor proxy for measuring "learning"

Caroline Singleton: *strange

Andreea: Instead of moving on-line in 6 months, we move on line in 5 weeks :) lucky to be part of a brilliant team:)

Debbie Jones: @brenda duffy, we use camtasia for video and slides. I'm sure there are other tools though

Donald H Taylor: Wojciech - I mean that some people have scrambled to move everything online and done a bad job of it. The organisations that have done a good job are those that had already done some planning in advance

Donald H Taylor: Andreea - wow! Well done!

Carol Jamieson: WE are using Filmora to create videos. Reasonably intuitive although does take time

Andreea: Donald: thank you :)

Louise Mackenzie: Do you find open questioning more apt for skills assessment or real skill? If so do you use standards or competencies to score open results?

Louise Mackenzie: And is it time consuming?

Marie Daniels: Debbie Jones, PowerPoint is great for creating videos as well.

Debbie Jones: Yes, we use PowerPoint for those that don't have Camtasia license.

Debbie Jones: It's more accessible

James Booth: good point

chloe: We didn't foresee how much training people would want and how motivated the self-directed learning would be. If only the team were not on short hours as we couldn't fulfil demand. Also wish we had used a 3rd party to collaborate with and trial a subscription with courses like Resilience and Web call techniques!!!

Gabor Toth: @Andrea, well done indeed, we moved in 3 weeks too, so many testing, content and agenda creation needed

Marie Daniels: it is and easier to use, but sometimes you still need something like cam task a

Christine: What did Magdalena mean when she said you need the right equipment for power point video?

Marie Daniels: Camtasia

Laura Watkin: Great conversation folks

Andreea: we use Articulate 360 suite (loooove, love , love Rise 360 for quick and dirty short pieces) and Camtasia

Donald H Taylor: The recording, slides, chat and other supporting documents will be available from next week at: <https://www.learningtechnologies.co.uk/digitalhub>

Donald H Taylor: Our thanks go to today's sponsor, Breeio <https://www.breeio.com/lms>

Debbie Jones: Thank you and goodbye.

Anita: Yep great session and great conversation

Christine Locher: all bubbling here <https://twitter.com/search?q=%23LTSF20%20%23D3s4&f=live>

Donald H Taylor: This session is now finishing. For a list of all the sessions taking place this week, please visit: <https://www.learningtechnologies.co.uk/learning-tech-summer-forum/ltsf-conference/ltsf-20-conference-programme>

Marie Daniels: Christine, I'm not sure, but all you need for PowerPoint videos is PowerPoint

Laura Watkin: Brilliant both - thank you!

Iffaf Khan: I would love to attend the next session, Donald but it's been such a long day

Jonathan: thank you Magdalena!

Mary Lewis: Thanks Magdalena and Michelle, interesting session

Louise Mackenzie: Thank you

greg: Thank you!

tommag: Dzięk Magda :)

Christine: Thanks will need to give it a go

Marina Vicente: Thanks Magdalena!

Brenda Duffy: Thank you

Christine Locher: Hashtags #LTSF20 and #D3S4

Andreea: Gabor - it was a bit of a wild ride, but things had to be done :)

Tia: Thank you. Useful session

Paul Ashworth: Thank you. A great session!

Alex H: thank you

Shona: Thank You

Anil Suman: Thank You for giving an insight in what you have been doing.

Louise: thank you, very interesting

Ainara: thank you!

Carol Ann: Excellent session Magdalena

Anita: Really well worked session Michelle

Ariel Wrona: Dziękuję Magdalena!

Alex H: take care everyone

Marie Daniels: thank you

Jeeva: thank you

chloe: Thank you

Robin: I'm off now - Long live the EU hope to be back with you as soon as possible

Karen Sheldon: thanks

Christine: Thanks

Andreea: Than you! :)

Jeeva: thank you

Reena: Thanks

Gini Thomas: Thank you!

Amaka Ozougwu: thank you

Alice: Thank you.

JOSE G. VARGAS-HERNÁNDEZ: tHANKS A LOT, JOSÉ g. vARGAS-
hERNÁNDEZ, University Center for Economic and Managerial Sciences, University
of Guadalajara

Adele: thanks!

Michelle McShortall: Thanks for session, fab.