

The value of microlearning

[Home](#) > [General news](#)

by Brett Henebery | 05 May 2017 [f](#) [t](#) [g+](#) [in](#)



Microlearning can be defined as a way of teaching and delivering content to learners in small, very specific bursts. The learners are in control of what and when they're learning.

Most Discussed

- How to create a mentoring culture
- Focusing on mentoring at the expense of authority is
- The one ingredient in e-learning that people often forget
- This organisation is going beyond the standard e-

Given the trend towards personalised learning, perhaps it's not surprising that many organisations have weaved this practice into their training with the aim of boosting performance.

ATD Research's latest report, *Microlearning: Delivering Bite-Sized Knowledge*, surveyed 596 talent development professionals to see how their organisations use

microlearning. Of the 228 respondents (38%) whose organisations currently use microlearning, 48% anticipate the use of microlearning to increase greatly over the next year, while 44% expect it to increase slightly.

"None of the respondents expect their organisations' use of microlearning to decrease over the course of the next year, while 7% anticipate their organisations' use of microlearning to remain relatively stable," the report stated.

"Looking at the organisations that don't currently use microlearning, the majority have plans to start in the next year."

The report added that with a projected increase in microlearning in the future, it's essential for talent development professionals to understand how to use it effectively.

Chien Ping Tham, regional head of learning & development, Asia at Willis Towers Watson in Singapore, told L&D Professional that lately he has embraced some of the latest research microlearning, as well as neuroscience.

"Both have started to create excitement in my job, and I expect more to come," Tham said.

"I see microlearning as a discipline that all instructional designers or trainers should learn and practice, how learning can be designed and delivered in ways to ensure that transfer of learning and the learning experience are optimised."

Tham said that in order to visualise this process, imagine breaking up a pill before dissolving it into a glass of water.

"It is a lot more efficient and effective than trying to dissolve the pill as a whole," he said.

According to Paul Findlay, managing director of PD Training. Microlearning could be part of the solution for managers seeking to attract and retain talented young Millennials.

"We've all heard the doubled-edged training story of the CIO asking the CEO 'what happens if we train all these people and then they leave?' And the CEO's answer 'what happens if we don't and they stay?'" Findlay told L&D professional.

"Training is a long-term asset for your company, something ignored by companies managing for the short-term. Microlearning provides additional resources to traditional learning programs in line with the behaviours and customs of contemporary learners."

COMMENTS

[Write a comment](#)

TOP DISCUSSION

- The great misconception of learning styles
- Poor management destroys meaningful work: Study
- Staff don't eat for 36 hours every week to supercharge their brains
- Are your frontline managers undertrained?

Most Read

- [Could augmented reality replace staff training?](#)
One company has found a way to train factory floor staff without putting them through formal
- [Why video is vital for on-boarding](#)
Video is the now the most effective communication method says one expert but HR
- [Do you have a resilience training program?](#)
Global healthcare company gives group of female entrepreneurs exclusive access to a resilience

[Free e-newsletter - get the latest news!](#)

L&D TV

