

HARDSKILLS



Secrets of Successful Team-Based Learning

What is Team-based Learning?

Team-based learning unites individuals within an organisation, so they can benefit from the collaborative power of human connection. In an increasingly distributed and sometimes isolating world of work, group learning is proving more impactful than ever.

Team based learning delivers engagement and completion rates that are 10x better than individual, self-paced learning. Teams that learn together apply what they've learnt and amplify organisational impact. This is especially crucial in behavioural skill development. Team-based learning is simply the most effective way to train a high-performance culture.

Here's insight from team learning which underpins our extraordinary learner engagement and course completion of an average of 96% today.

x10

engagement and completion



WHY IT WORKS

Deep, wide and collaborative

For high performance culture to permeate, it's vital to train a critical mass in a unifying and consistent set of behaviours, skills and mindset. Training employees in teams is the most powerful way to realise this.

Camaraderie & competition: Team learning encourages everyone to stay on course, do their best and regularly implement what they have learnt.

Team members hold each other accountable which fosters a culture of transparency and builds trust as they learn, apply and grow skills together.

Support and guidance are often missing in self-paced online courses. When learning as a team, bonding and collaborative support make it more enjoyable and effective.



HOW TO MAKE IT WORK

Prepare

How do I put a cohort together?

- People from the same business unit
- Common geographical location
- Intact teams within functional units

What is the ideal cohort size?

50 to 100 individuals per Cohort is ideal to give learners sufficient momentum and energy to deliver visible impact.

**50_{to}
100**

learners per cohort

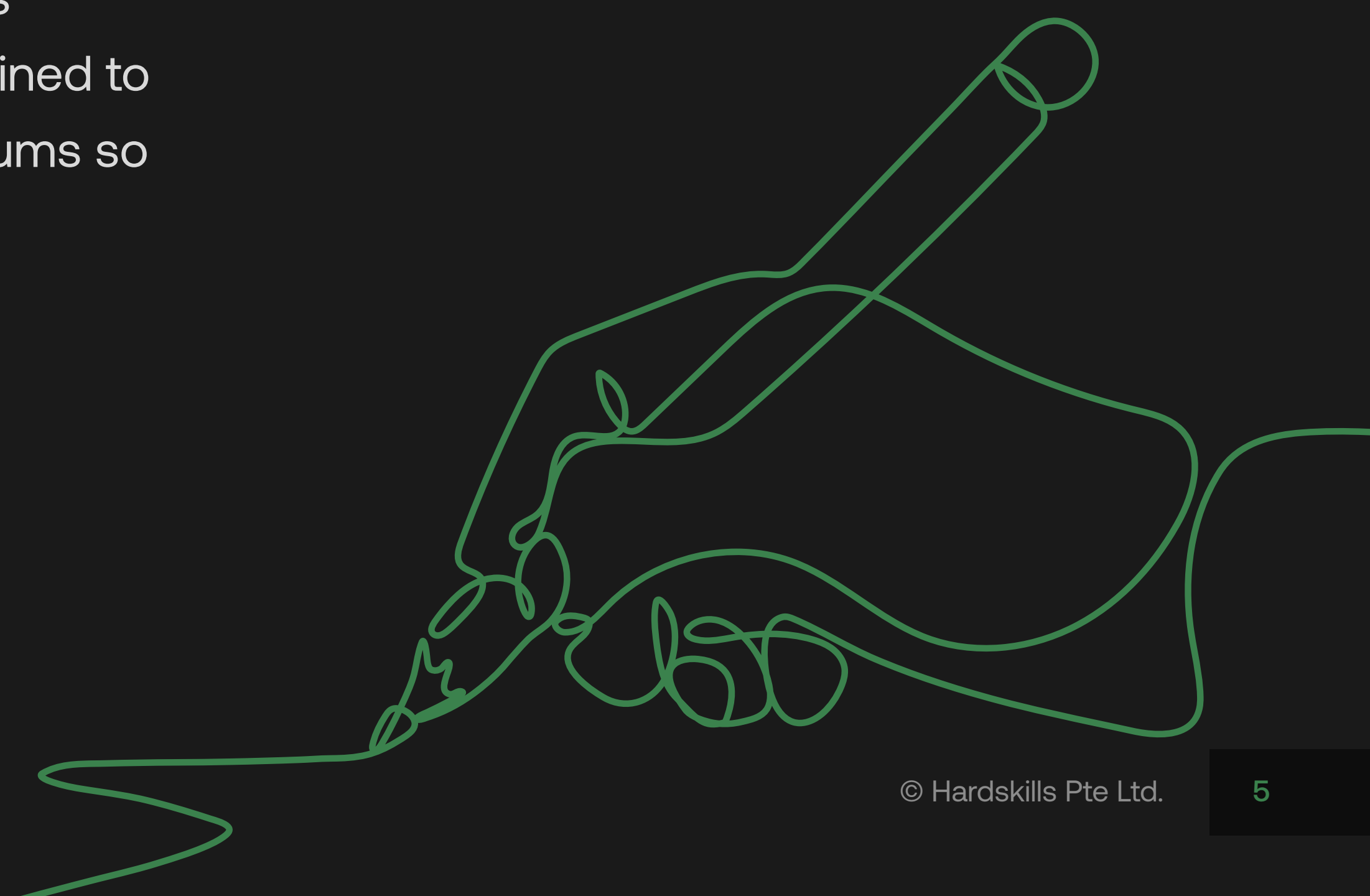


HOW TO MAKE IT WORK

Engage

Multiple touchpoints increase engagement and collaboration and enables learners to share anecdotes; at Hardskills, our Training-as-a-Service delivery model means we manage cohorts through completion via our expert, dedicated account management. We also create and moderate cohort channels on Teams to share and enjoy collaborative learning.

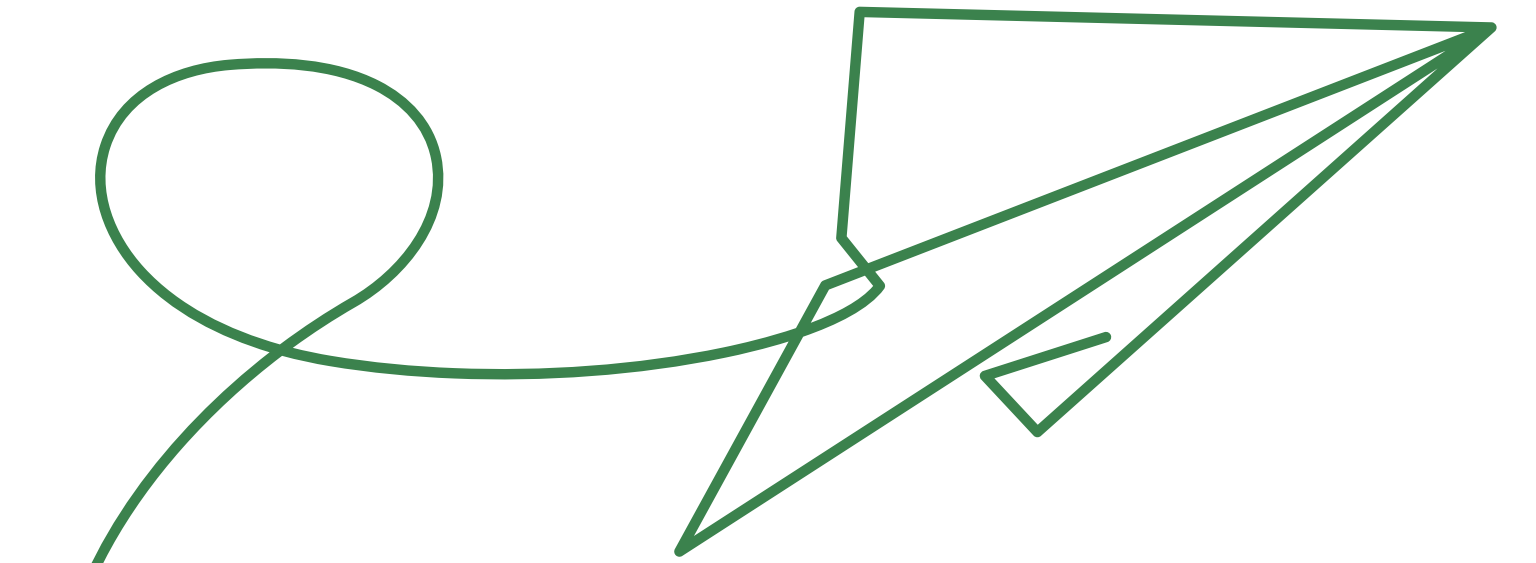
Guided, live discussion forums where the Cohort comes together periodically helps to further embed learning so it sticks. Hardskills' expert account teams are trained to lead and moderate these forums so they link to course learning.



HOW TO MAKE IT WORK

Extend

- Personalised feedback for every learner: this immediate call to action is our icing on the cake that makes sure no learner is left wondering “**what’s next?**” once they get certified at course-end.
- Hardskills’ alumni networks are another way to keep team-based learning alive and going from strength-to-strength!
- HR teams, coaches and mentors use our data analytics on what skills need further attention to provide **value-added support** and continue development so learning agility builds across the organisation.



Kickstart team learning now!

A positive group learning culture is crucial for high-performance behaviours to take shape. Hardskills has perfected the art of successful team-based learning in over 40 countries globally.

Are you ready to learn our secrets?

Book a meeting with our experienced account teams to learn how we do this.

BOOK A DEMO

