

DynaSpace : Transforming corporate education for the next generation (NetLearning, Japan)

Challenge

In a rapidly changing business environment, people's learning needs are diversified. HR managers must address individual learning needs. That is why personalized corporate education matters. A learning and development model suggests that successful managers learn only 10% from coursework and training. This is why HR managers should design programs to meet how individuals learn. They have tried to use several learning methods such as blended, flipped and active learning. However, most of them are still unable to meet personal learning needs, leading many people to believe that corporate education is not effective.

Solution

To solve this problem, we developed DynaSpace. It is a service that realizes our 'Dynamic Learning' concept. Dynamic Learning is to design programs that are best suited to the process of how individuals learn and change behaviors. This is made possible by learning data analysis. DynaSpace enables us to develop programs integrating data from various activities to optimize individual learning process. The individual's learning data is taken from all the learning activities including face-to-face workshops. It has digital tools including assessments, real-time surveys, e-learning, micro-learning, workshop management, and learning SNS. By using the data, DynaSpace identifies personal skill gaps, controls the tool usage, aligns supports by supervisors and co-learners with individual goals and thereby maximizes personal growth.

Learning Impact Outcome

DynaSpace enables us to personalize corporate education. For example, a company changed their three-day program to a three-month OJT program with a one-day workshop with DynaSpace. With the assessments, digital learning tools, stakeholder supports, and collaborative workshops, each learner identified and developed competencies s/he needed to improve sales performance. Most learners showed improvement in the final individual report. The result was something that could not be achieved with one-size-fits-all type of programs. It is simple and easy to administer the program and to create contents. Digital contents on the internet can be seamlessly integrated into the service. DynaSpace is certified by IMS Global (the first case in Japan); its learning data conforms to the open standard of the Caliper analytics through the API, and its contents are seamlessly exchangeable with outside digital contents through the LTI. We plan to introduce OpenBadge in the near future.

Return on Investment

DynaSpace brings about a variety of benefits with the realization of personalized learning:

- Data usage with the open standard
- Quick and easy content creation
- Unification of education with work by just-in-time learning
- Support of talent management and institutional performance