Nano Learning

By Dynargie
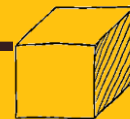
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What is it?

A Nano Learning program is a tutorial program designed to permit a participant to learn a given subject in a **ten-minute time frame** using **electronic media** and **without interaction** with a real time instructor.

It is not a group program and is **complementary** to the main training.

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The need that we noticed

The most important need that nano learning responds to is to **increase the participants' engagement** during the learning process.

Especially between sessions, where there is no real time interaction with the trainer, there is a need to **keep participants' interest alive** and remind them of the **key learnings** of the training.

Nano learning is the answer to this need as participants receive **small "bites" of information** or knowledge between sessions in the form of an exercise, a video, a quiz that they have to read or answer.

Today, due to the remote environment the need for nano learning has grown since the training program has been increased in time and divided into shorter training sessions. The interaction time with the instructor has been reduced and consequently the commitment is challenged as the training modules now last in average 3 to 4 hours.

In addition, the distance between the trainer and the trainee has increased, and part of the learning process has been transferred out of the "classroom".

This gives the opportunity to participants to become **more autonomous** about the right timing to receive the learning message.
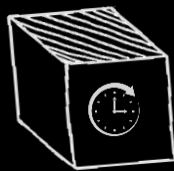
Benefits of Nano learning
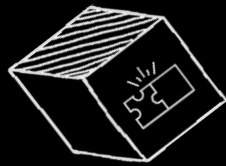
Fills the gap between interactive sessions / maintains engagement
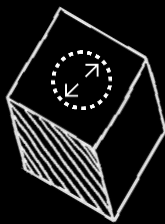
Extends learning (besides time with the trainer)

Allows people to learn at their own preferred time, not only when interacting with the trainer

Why does Nano learning Work?

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Nano learning, is a tailor-made solution for 21st-century learners who cannot accommodate long hours of learning in their fast-paced lives. Moreover, research shows that there is a great decrease in attention spans and therefore the nano learning becomes more viable. According to research:

- Short-term memory can hold a limited number of objects (max 4-5).

- Attention rate is declined through years.

- Therefore, breaking info down into topical, bite-sized chunks helps to increase engagement and achieve higher attention rates .

What are the main attributes?

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Duration **2 to 15 minutes max** - "quick hits" of information

Could be sent **once a week or every 2 weeks**

One learning objective each time

Can be taken **independently** when participants need a **quick refresher**

May include **different types of media** (i.e. audio, video, scenario examples, simple or complex activities and knowledge checks)

Can be provided through our **D Platform**, using the actions feature (push logic)

Types of Nano learning activities

Read a short article

Watch a video

Viewing a <u>flashcard</u> (e.g. a Dynargie memory card)

Answering a quiz

Playful learning with micro-games

Reading a paragraph of text, e-mail or sms

Listening to an informational (short) <u>podcast</u> or an educational video-clip

How Dynargie Implements Nano learning?

For every training program, we develop a **customized learning journey** and create **specific nano learning content** between sessions and also after the completion of the interactive sessions.

Kick off

Session 1

Session 2

Quiz

Interactive video

Article

Video