How is

INTERVAL REINFORCEMENT

transforming corporate learning?

Organizations are currently experiencing training challenges.

WHAT IS INTERVAL REINFORCEMENT?

DEFINITION: Interval Reinforcement is the process of taking content and repeating the presentation of that content to employees over predefined intervals so it is effectively reinforced.

🝂 Training is not being effectively applied in the workplace The results and ROI of training cannot be effectively established 🙎 Employees don't retain enough of what they learn

LEARNING

Training, policies, and programs



DOING

Applying training during the work day



Increased sales, increased quality, reduced costs, reduced loss, reduced accidents

WHEN DOES INTERVAL REINFORCEMENT HAPPEN?

Before learning.

After learning.

knowledge gaps with Interval Reinforcement.

Ongoing, bite-sized training,

appropriate spacing, better

understanding, increased

engagement

In pre-training evaluations to uncover knowledge gaps and help define the

training content. It can also begin the content transfer process and contribute to knowledge retention during the pre-training.

Whether a longer training session or quick presentation of a policy or procedure, Interval Reinforcement strengthens the information learned and help the employee transfer the knowledge into long-term memory.

Any time new knowledge is needed. When new information suddenly becomes an organizational priority, it's easy to quickly and dynamically present that information and test employee

THE BENEFITS OF INTERVAL REINFORCEMENT

lower cost of training.

90%

Higher knowledge retention,

training, knowledge gaps will be filled in and memory recall significantly improved. Investment in training dollars will be maximized and the overall cost of training significantly reduced.

If employees continue to learn consistently after initial



satisfaction and lower turnover for employers. Feeling confident in their knowledge and skills helps employees

achieve more of their goals, and feel better about themselves and their companies. Higher employee productivity.

Interval Reinforcement greatly reduces and often eliminates the need for retraining. Employee utilization and productivity

Improved knowledge application.

or safety procedures that must be adhered to, high

are maximized because they spend their time doing what employers pay them to do.

knowledge levels will increase employee performance, and reduce loss in a multitude of ways for the employer. WHAT ARE THE ATTRIBUTES OF AN



FAST & EASY FOR EMPLOYEES Deliver 2-3 questions in a



complete

As little as 30 seconds to

- PERSONALIZED Create content tailored to
- the individual employee Measure knowledge levels and reinforce correct answers

single session



on business needs

 Provide detailed reporting in order to track KPIs

Detail knowledge gaps at

Web-based

device

CONFIGURABLE Easy to set up a user's personalized learning path

Easy to update content based

UNIVERSALLY ACCESSIBLE

Employees can access from any



and other reward systems Allow for social interaction

ENGAGING & MOTIVATING

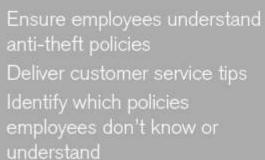
Incorporate games, leaderboards

- WHERE CAN INTERVAL REINFORCEMENT BE APPLIED?



various levels

MEASURABLE





Deliver sales training in an



A CUSTOMER SUPPORT

ORGANIZATION



- **A LEARNING** ORGANIZATION
 - Quickly change the content
 - to establish ROI



- Delivering tips each day
- Employees receive on-
- going testing on their safety knowledge

http://www.kirkpatrickpartners.com Sources: http://www.roiinstitute.net

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