



Beyond Engagement: Sparking Curiosity In Your Learning Solutions Transcript Summary

Summary

- **Sparking curiosity and questioning in training.** [0:00](#)
 - Shannon starts by challenging the audience with data that proves their product is not good, sparking curiosity and questioning.
 - Bruce suggests using an approach that knows the audience, such as proving software developers wrong, to immediately engage them.
 - Heather suggests massaging the challenge statement to better resonate with the audience.
- **Using curiosity to engage learners in elearning programs.** [5:03](#)
 - Monique uses quizzes and interactive exercises to spark curiosity and engagement, such as assigning a number to participants and asking if they feel more or less positive after the talk.
 - Shannon agrees that sparking curiosity first and then engaging the audience is an effective approach, with the goal of moving the needle on a particular topic or issue.

- Shannon and Leslie discuss ways to keep elearning participants engaged, including asking open-ended questions and incorporating branching scenario simulations.
- **Engaging learners in compliance training and elearning.** [10:46](#)
 - Shannon and Heather discuss ways to make compliance training engaging and interactive, while also addressing the need for continuous learning and development.
 - Heather and Shannon discuss approaching managers with a topic and providing options, with varying reactions.
 - Shannon emphasizes the importance of speaking to the "so what" in training outcomes, using human-centered language to appeal to salespeople's financial goals.
- **Using humor in communication and avoiding common mistakes.** [15:54](#)
 - Connie shares examples of humorous communication mishaps, including accidentally responding to the wrong person or using unintended memes.
- **Keeping learner engagement in online courses.** [17:07](#)
 - Connie wants a course that provides practical tools to apply new knowledge in her life.
 - Shannon emphasizes the importance of maintaining curiosity and engagement throughout the learning process.
 - Shannon suggests incorporating self-directed moments in eLearning to encourage ongoing conversation and application of learned content.
 - Connie agrees, emphasizing the importance of creating a "place to call home" for learners to continue the conversation and reinforce learning after the course is completed.
- **Using eLearning to spark curiosity and continuous learning.** [23:27](#)
 - Connie suggests using "drips" of additional resources, such as interesting articles or questions, to spark curiosity and continuous learning after an initial eLearning module.
- **Using gamification to motivate employees in safety training.** [25:45](#)
 - Connie acknowledges that leaderboards can cause anxiety for some people, so it's important to understand the audience and their motivations before implementing a leaderboard.

- Jason explains that tying the safety training to the workers' comp claims can help employees understand the business impact and why they should care about the training, which can affect the company's profitability and their own career prospects.
- **Employee engagement and retention strategies. [28:42](#)**
 - Shannon and Jason discuss the importance of storytelling in employee ownership training, with Shannon suggesting a breadcrumb trail approach to keep people engaged and curious.
 - Shannon and Connie discuss ways to keep people engaged during long training sessions, sharing personal anecdotes and ideas for interactive activities.
- **Creating engaging learning experiences through curiosity and variety. [33:12](#)**
 - Shannon suggests using curiosity to create engagement in learning, providing examples like "learning battle cards" and "variety of content."
 - Shannon agrees, emphasizing the importance of being curious and questioning one's own practices as an L&D professional, and wearing different hats to approach learning design.
- **Fostering curiosity and continuous learning in the workplace. [36:15](#)**
 - Speakers discuss ways to foster curiosity and continuous learning in the workplace, with a focus on marketing training programs to drive engagement.
 - Leaders must prioritize time and budget for employee upskilling to support cultural shift.
 - Speakers discuss ways to foster creativity in the workplace, including incorporating it into staff meetings and learning outcomes.
- **Incorporating curiosity in meetings and culture. [42:33](#)**
 - Connie suggests incorporating moments of curiosity into staff meetings and one-on-ones to create a culture of curiosity.
- **Remote work culture and employee learning. [44:03](#)**
 - Shannon and Connie discuss the importance of being intentional about learning and development in a remote work environment.
 - Shannon suggests focusing on the people who are interested in learning rather than worrying about those who don't want to learn.
- **Creativity, learning, and marketing strategies. [46:54](#)**
 - Speakers discuss creativity and innovation in a work environment without job constraints.

- Urbie and Shannon agree that self-imposed guardrails can hinder innovation and creativity in learning and development.
- The upcoming learn something new event with Kevin Yates will provide insights on instructional design models and their application in organizational learning.
- Connie discusses Easter plans, including deviled eggs, Reese's Peanut Butter Eggs, and Starburst jelly beans.
- The group talks about their favorite Easter foods and traditions, including ham, Irish coffee, and brisket.