

Comparison of Basic Learning Strategies

Most Online Learning Programs	"The Supervisor's Toolbox" (by OD Works, LLC)
<p>Basic learning Model: Education or "What you <u>know about</u> a skill"</p>	<p>Basic Learning Model: <u>Behavior-Modeling</u> or "How well you can <u>use the skill</u> on-the-job"</p>
<p>Most programs generally present only a <u>single skill</u>. No attempt is made to connect related skills into a logical learning sequence or hierarchical structure.</p>	<p>Program <u>integrates 10 fundamental skills</u> present in every supervisor's job into a complete performance management system following the Employee Performance Curve.</p>
<p>Learner is essentially <u>kept online and somewhat passive</u> letting the program guide them through on-screen simulations and remediation.</p>	<p>Learner is <u>always in control</u> of what is learned, when it is learned and in what sequence it is learned. The learner must prove they can use each new skill effectively on their job. The Toolbox includes a significant number of structured <u>offline learning activities and exercises</u>.</p>
<p>Programs emphasize the presentation and measurement of <u>knowledge</u>.</p>	<p>The Toolbox emphasizes the practical on-the-job <u>application and effective use of the skill</u> being learned.</p>
<p>Programs generally increase only the learner's <u>knowledge</u> of the skill.</p>	<p>The Toolbox increases and measures not only the learner's <u>knowledge</u> of the skill, but also increases their <u>ability to use</u> the skill in real situations.</p>
<p>The basic feedback source is the <u>computer</u>. Some systems integrate an email mentor.</p>	<p>Not only does the Toolbox provide <u>computer</u> based pre and posttests and timed final exams to check knowledge acquisition but it also integrates feedback from an <u>onsite learning coach</u> who observes the learner using the skill <u>plus self-evaluation</u> of their own skill strengths and improvement areas after applying their new skill on-the-job.</p>
<p>The <u>Computer</u> analyzes key learning outcomes.</p>	<p>The <u>computer</u>, the <u>learner</u> and their <u>skills coach</u> all analyze the degree of skill attained after careful on-the-job observation of the learner.</p>
<p>Few practical <u>workplace tools</u> are provided.</p>	<p>Complete set of 40+ <u>reproducible Job Tools</u> (e.g., forms, diagrams, and job-aids) used to plan, perform and follow-up with the employee are included within the basic system.</p>