Technology-Based Learning for Increased Organizational Effectiveness
Meet Your Moderator

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Agenda

• Introduction and Housekeeping
• Cornerstone OnDemand Foundation
• 2016 Survey - Technology Based Learning for Nonprofits
• Council on Foundations
• Q&A
Kim Hagan
Director Learning Strategy and Engagement
Cornerstone OnDemand Foundation

Leverage technology, programs, and services to strengthen the capacity of nonprofits around the world.
The New Workforce

Multi-generational: Four generations working side-by-side for the first time in history

Each has a different way of gathering and communicating information

Each has distinct work ethics that guide their decision-making, adherence to rules and personal interactions

<table>
<thead>
<tr>
<th>Training</th>
<th>Traditionalists</th>
<th>Boomers</th>
<th>Gen Xers</th>
<th>Millennials</th>
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</thead>
<tbody>
<tr>
<td>The hard way</td>
<td>Too much and I'm outta here</td>
<td>Required to keep me</td>
<td>Continuous and expected</td>
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<tr>
<td>Classroom</td>
<td>Facilitated</td>
<td>Independent</td>
<td>Collaborate and networked</td>
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Results from 2016 Survey
Technology Based Learning for Nonprofits
In the past 12 months, has your organization offered some form of in-person learning at least once to anyone associated with your organization?

Yes, 85.71%

No, 10.43%

No Response, 3.85%
How familiar are you with the term "technology-based learning"?

- Very familiar
- Somewhat familiar
- Heard the term but do not fully understand what it means
- Never heard the term before
- No Response

0.00% 5.00% 10.00% 15.00% 20.00% 25.00% 30.00% 35.00% 40.00%
Based on the definition provided, in the past 12 months has your organization offered some form of TBL at least once to anyone associated with your organization?

- Yes, 71.88%
- No, 20.63%
- No Response, 7.48%
In the past 12 months, what types of technology-based learning has your organization provided?

- eLearning courses
- Video
- Webinars
- Micro learning
- Mobile
- Hybrid of online and offline
In the past 12 months, what types of technology-based learning has your organization provided? Please check all that apply.
Respondents were asked to rate Technology-Based Learning on four criteria.

**COST**
- More cost-effective, 71.62%
- Equal in cost-effectiveness, 21.96%
- Less cost-effective, 6.42%

**TIME**
- Takes more time to develop, 38.18%
- Takes the same amount of time to develop, 39.53%
- Takes less time to develop, 22.30%

**EFFECTIVENESS**
- More effective, 9.46%
- Less effective, 44.59%
- Equal in effectiveness, 45.95%

**LEARNER PREFERENCE**
- Less preferred by learners, 30.74%
- More preferred by learners, 22.97%
- Equal in preference by learners, 46.28%
What is or could be the greatest benefit of technology based learning for your organization?

- Learners prefer it
- More cost effective
- Reach more people
- Easier to schedule
- More engaging
What is or could be the greatest benefit of technology-based learning for your nonprofit?

- Reach more people, 30.32%
- More cost-effective, 21.28%
- Easier to schedule, 27.66%
- Learners prefer it, 1.86%
- More engaging, 3.72%
- Offer more personalized learning, 9.57%
- Other (please specify), 5.59%
If you do not use (or do not plan to use) technology-based learning, which of the following best reflects the primary reason for this decision?

- Lack of expertise, 20.88%
- Little demand from learners, 16.48%
- Inadequate technical infrastructure, 9.89%
- Does not align with our learning strategy and learner needs, 14.29%
- Other (please specify), 13.19%
- Cost, 9.89%
- Time it takes to develop, 13.19%
- Lack of support from senior management, 2.20%
Which of the following would best enable you to use (or more effectively use) technology-based learning?

- Additional budget, 23.94%
- Additional time, 16.76%
- Tools to create the training, 16.76%
- Technology to deliver the training, 13.83%
- Increased buy-in from management, 6.38%
- Training and support of existing staff, 14.63%
- Other (please specify), 7.71%

“Other” is mostly “All of the above” with a few other options including awareness of options.
Next Generation Content

- Microlearning
- Personalization
- Video
- Mobile
- MOOC’s
- Simulation
- Gamification
Social Learning/Collaboration
Learning Pathways

CHOOSE THE RIGHT WAY

Cornerstone OnDemand Foundation
Blended Learning
Blended Learning Curriculum
GOAL

Create a certification program that enables Nonprofits/NGOs to create their own engaging blended learning training/programs to increase:

- Scale and reach
- User engagement
- Effectiveness
CERTIFICATIONS

Designer
Master Designer
Strategist
Kim Hagan
Director Learning Strategy and Engagement
Questions?
Council on Foundations
Professional Development

Karon Harden
Director, Professional Development
Learning is evolving

- Our approach to learning must change!
  - But WHY?
- Changes in demographics and expectations
- Methods of delivery and access are very different now!
- Impacts both the Council and the organizations it serves
What changes were required to adapt?

• Moving from traditional warm bodies in seats to hybrid/blended learning

• What technologies are required and how can those be maximize their use for learning going forward?
  – EXPAND our THINKING!

• Some tools already in place – webinars and the Philanthropy Exchange

• Critical component was the LMS
Why an LMS?

- How will the LMS support the work of COF and its members?
- What did our process look like?
  - Pitfalls
  - Early wins
- Why is the LMS important to COF members?
How do we plan to use the LMS?

• Converting existing professional development offerings (CCFE Affiliates, CareerPathways, etc.)

• Developing new online courses around foundation management and leadership

• Internal staff and volunteer training and development
How can **you** use the tools?

- More informed stakeholders (ie, staff, volunteers, board members)
  - Broader Reach!
- Standards and policies
- Furthering the mission of the organization
How can we support COF members?

- Exposure to techniques and tools
- Connecting with others
- Share lessons learned and experiences
- Bridge the gap!
  - Share solutions and best practices
Questions?
Webinar Archive

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Continue the Conversation

Connect with others in the field, seek and give candid advice in a network of your peers on a wide range of topics including – technology, finance/administration, legal and policy, communications, scholarships, veteran’s philanthropy, and more...

Philanthropy Exchange
http://exchange.cof.org/home
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Technology-Based Learning for Increased Organizational Effectiveness

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Washington Update LIVE!: Philanthropy’s Voice in the Policy Process
July 12, 2016

Sharpen Your Grantmaking Application Process
July 27, 2016

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