

Raising The Bar:

The Importance of Training Standards



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Session Objectives:

Mind Share:

- Drive energy with L&D professionals around the concept of standardization
- Conceptualize what levers to align and pull for optimal outcomes

Action Oriented:

- Identify areas of improvement across your L&D org



Mobile Exercise

Provide an example (1-2 word) of a STANDARD we encounter in everyday life?

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

NASA Standardization

From the Earth to the Moon

01 ENGINEERING STANDARDS

- Measurement Units
- Materials Selection
- Equipment Calibration
- Risk Protocols
- Contamination Control

02 SAFETY STANDARDS

- Emergency Procedures
- Life Support
- Radiation Shielding
- Bailout Options
- Fire Mitigation

03 TRAINING STANDARDS

- Simulation Design
- Human Factors
- Worst Case Scenarios
- Stress Testing
- Mission Readiness

04 COMMUNICATION STANDARDS

- RF Band Selection
- Timekeeping Sync
- Satellite Positioning
- Telemetry Data
- Biomedical Transmission

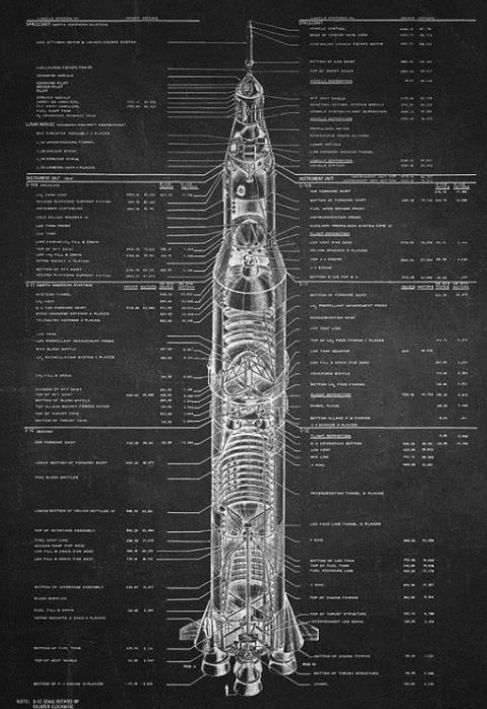
05 NAVIGATION STANDARDS

- Star Tracking
- Doppler Radar
- Orbit Determination
- Gyroscopic Readings
- Accelerometer Data

06 IMPROVEMENT STANDARDS

- Spacecraft Redesign
- Redundant Systems
- Enhanced Simulations
- Post-Mission Analysis
- Mission Review Boards

SATURN V APOLLO FLIGHT CONFIGURATION



To Be Considered: Standardization Categories

01 FUNCTIONAL STANDARDS

- Desired Outcomes
- Identified Gaps
- Business Needs

“Where do we need to go?”



03 DESIGN STANDARDS

- Content Templates
- Naming Conventions
- Pre-Built Iconography

“What we’ll see along the way?”



02 LEARNING STANDARDS

- Course Objectives
- Delivery Selection
- Content Delivery Mode

“How will we get there?”



04 MEASUREMENT STANDARDS

- Report Templates
- Outcome Dashboards
- Results Infographics

“How we’ll share the outcomes?”



Table Exercise: Where Does Your Org Fall?

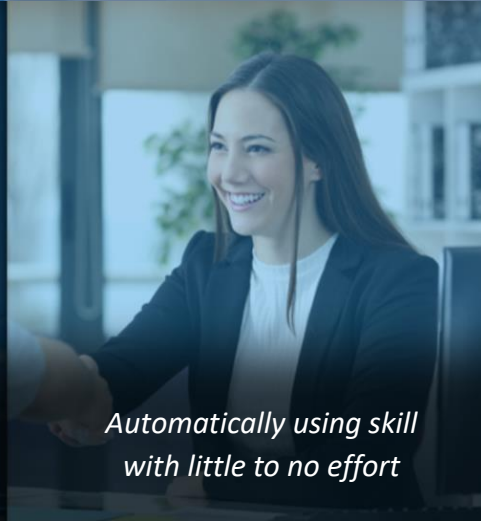
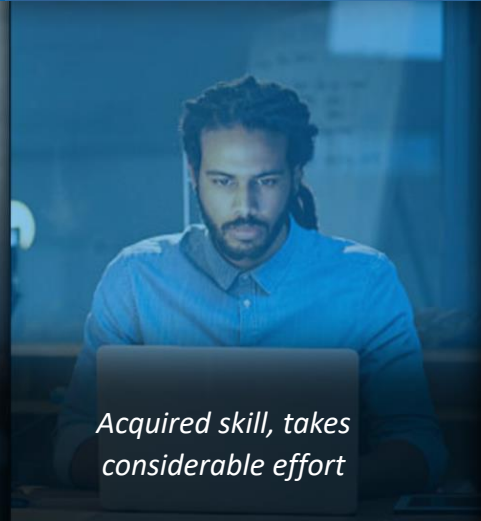
Reach for
those sticky
notes!

 Unconsciously
Incompetent

 Consciously
Incompetent

 Consciously
Competent

 Unconsciously
Competent



Leveraging Artificial Intelligence: Enhance your Workflow

Language-based AI
Standardization Support

ChatGPT

I want you to perform as a seasoned Learning & Development professional consultant. In the following discussion, you will review the specifics of our existing L&D program, identify enhancement opportunities, and provide recommendations for process standardization. Let's begin:



01 FUNCTIONAL STANDARDS

Formulate a standardized set of desirable business outcomes for our existing training program

Identify potential learning gaps that might have contributed to lost market share last quarter

02 LEARNING STANDARDS

Provide 3 options for an action-based learning objective specific to strategic selling opportunities

Rationalize the selection of either elearning or ILT delivery based on audience learning need

03 DESIGN STANDARDS

Generate a detailed AI image generation prompt for possible L&D brand logos

Suggest simplified iconography options for each of our key commercial learning concepts

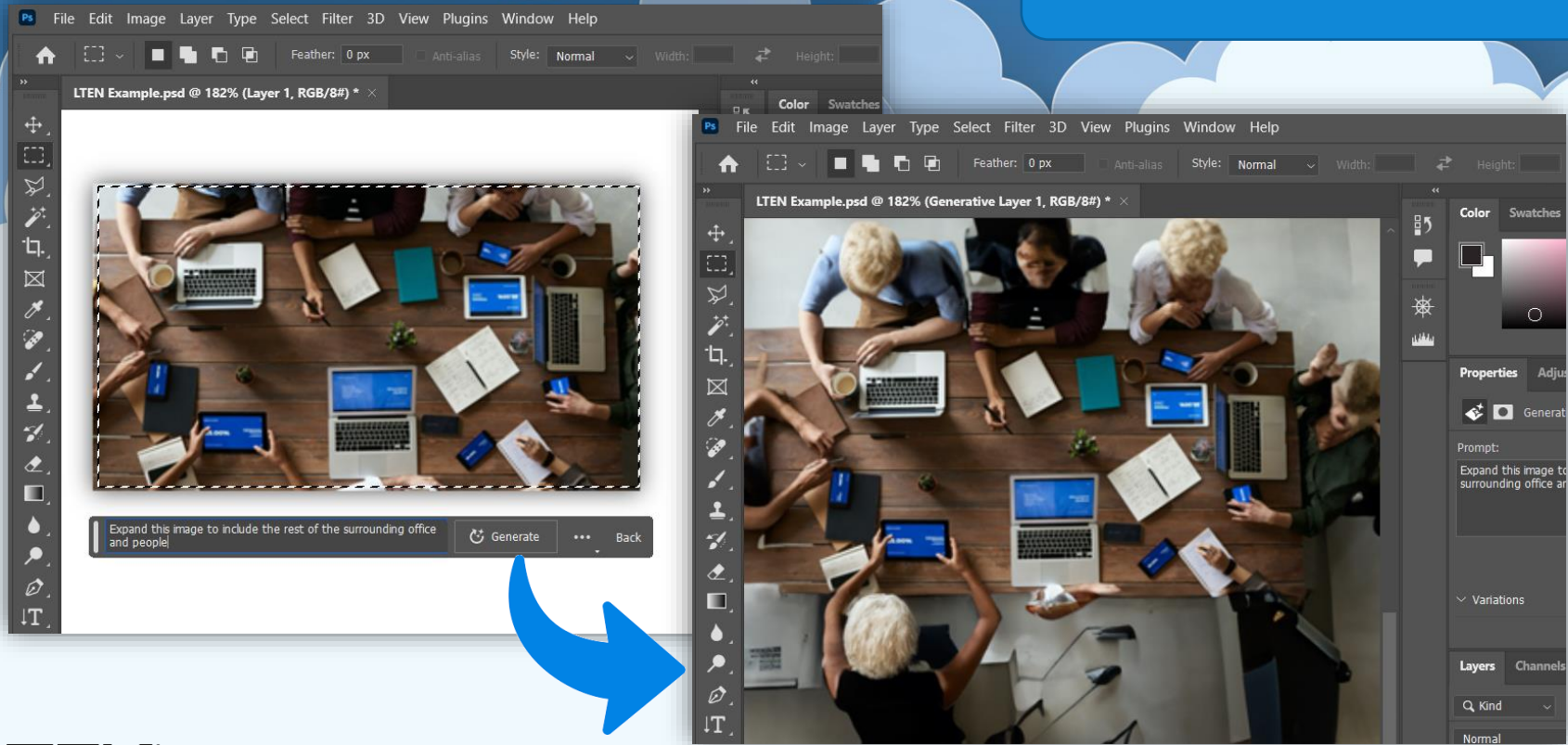
04 MEASUREMENT STANDARDS

Generate an Excel VBA macro to filter by market and copy/paste results into market-named file

Write formula that averages quarterly learner performance data and compares to prior year

Leveraging Artificial Intelligence: Enhance your Workflow

Adobe Photoshop's AI-Driven
Generative Fill Feature



Objectives Recap:

Mind Share:

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Action Oriented:

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Call to Action

Standardization and You

What Comes Next?

- Consider program enhancement opportunities
- Benchmark with your new LTEN contacts
- Examine, iterate & improve
- Explore new AI support options



Objectives Recap:

Standardize your feedback collection methodology as well!

Take One Minute to Share Your Feedback

From the app:

1. Select this Workshop
2. Click on Survey to Complete

Every Workshop Survey you submit enters you into a daily drawing for **one of three \$25 Amazon gift cards!**

A screenshot of a mobile app survey form titled "LTEN Annual Conference 2023". The form includes a "Session Name" field, a question "How valuable did you find the information presented at this session?" with a rating scale from "Poor" to "Excellent" (represented by five stars), a question "What information in this session was most useful to you?" with a text input field, and a question "What would have made this session better?" with a text input field. A "Done" button is at the bottom, and a "Privacy Policy" link is in the bottom right corner.

LTEN Annual Conference 2023

Session Name

How valuable did you find the information presented at this session?

Poor Excellent

☆☆☆☆☆

What information in this session was most useful to you?

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