LITTLE MAN
PROJECT

Elearning examples
to inspire you

About me and LMP

1. Director of Little Man Project

2. 20+ years experience in L&D

3. We specialise in developing bespoke elearning for charities and not-for-profits

4. We want to do good, in the WORLD and in our WORK

When you are hired to design something, you are hired for your expertise.

Your job is to not just produce something but to evaluate the impact of that work and relay that impact to your client or employer.

Mike Monteiro
Ruined by design

Feeling emotions

Feeling emotions

- Help learners to connect with the content
- Motivate them to care/change
- Brings the topic to life

Tackling sensitive topics

Tackling sensitive topics

- Research and review recommended best practice (text and visuals)
- Consider your audience and their connection, experience and exposure to the topic
- Be honest in your approach, can you push people outside their comfort zone?
- Use animations and visuals to represent the content
- Consider the need to suggest learner wellbeing when completing the module

Using humour

Using humour

- Make sure its appropriate (topic, audience, cultural)
- Ensure its relevant
- Consider culture
- Keep it light and quick
- Reflects well on the organisation and their culture

Tailoring

Top Tips

Tailoring

- Ensures you maximise your impact, relevance and engagement
- Makes it personal
- Saves learner time
- Can include scenarios, characters, role, environments, language, learner name

Designing for your audience

Top Tips

Designing for your audience

- Always reflect on your audience and their needs
- Consider particular needs in your design
- Find the balance between more than one audience

Making it practical

Top Tips

Making it practical

- Provide relevant and authentic activities that help people apply what they have learnt in different ways
- Provide opportunities to fail and learn from mistakes
- Use offline activities where appropriate

Using games

Top Tips

Using games

- Can be small and large
- Ensure the learner understands why the game is relevant
- Make sure its appropriate for the audience, topic and message

Using easter eggs

Using easter eggs

- Great for some learners, doesn't hurt others
- Optional extras people can discover (or not)
- Helps to engage some learners (fun?)
- Helps to challenges peoples perception of elearning
- Fun for the developer

Using sound effects

Top Tips

Using sound effects

- Can help learners to immerse themselves in a story
- Stimulates another sense
- Low cost
- Great for some learners, doesn’t hurt others

Grab attention

Grab attention

- First step on Gagne's Nine Events of Instruction
- Pattern interrupt that encourages lean forward approach
- Challenges existing views of the topic, elearning and organisation
- Use stories, questions, reflection

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