



Action Based Learning from Agylia provides a new and innovative approach to learning.

Action Based Learning enables organisations to apply and reinforce training programmes by setting practical tasks and activities for individuals and groups to complete in the real world.

## Practical tasks and activities

Agylia's Action Based Learning feature enables organisations to take learning out of the formal environment – beyond just eLearning and assessments – into real world situations.

Organisations can assign practical tasks and activities for learners to complete – outside of the Agylia Learning Management System (LMS) and mobile learning Apps – including conduct a mentoring session, present a seminar or write a report.

Action Based Learning supports the 70:20:10 model by encouraging individuals to apply learning through job related assignments, building on formal training by actually putting it into practice.

## Define internal development pathways

A variety of Action Based Learning tasks and activities can be linked or combined with a variety of training types to create comprehensive learning pathways and curricula.

Example learning programmes include:

Induction – define tasks such as shadowing a colleague, meeting with different departments and completing a starting week diary – ensuring all new employees experience the same high quality and engaging introduction to the organisation. If required, new starters can upload application forms, CVs and passport or visa copies.

Compliance – set tasks learners need to complete to demonstrate the training and knowledge required by regulatory bodies.

Product or service training – assign exploration tasks on new features and benefits for employees, distributors and partners to discover and understand – improving knowledge and confidence during sales and promotion.

## Meet external knowledge levels and training requirements

Using Action Based Learning, organisations can direct learners to the resources and activities they need to ensure they meet the knowledge levels and training requirements of external membership organisations and professional bodies.

Development pathways can be created, enabling learners to undertake any required continuing professional development (CPD) activities, or complete procedures to achieve industry specific accreditations.

## Upload supporting documents

Agylia enables learners to create and upload evidence showing how they completed their Action Based Learning and any other external activities.

Individuals can add comments and explanations to files on an easy-to-use interface.

Learners can also upload a wide range of evidence, reports, presentations, videos, scanned documents, photographs, certificates, and much more.

Agylia checks the files to ensure only approved types and formats are uploaded and that non-approved items are prohibited.

## Mentor review, feedback and approval

Agylia provides the option of flexible workflows. Managers, tutors and mentors can review a learner's progress through assignments – including any supporting documents that are uploaded.

Mentors provide feedback and support and can direct learners to additional learning resources and materials if required. Learners can interact, do extra work and update their submissions. When the mentors are satisfied, they can approve the completed task.

Reflection is a vital part of the learning and growth process. With Action Based Learning, individuals are encouraged to reflect and consider their experiences, so they can learn from them.

## One-to-one mentoring and communications

Agylia enables managers and learners to communicate one-to-one in a controlled channel, centered around specific tasks – ideal for performance reviews and appraisals.

## Agylia is the proven choice

Agylia has been successfully implemented by some of the largest, most demanding and prestigious companies in the world. They chose Agylia for its world leading functionality, and because they wanted friendly service, together with comprehensive planning and support to make the implementation fast and easy.

## Find out more about Agylia

Visit: [www.agylia.com](http://www.agylia.com)

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## At a glance

**Action Based Learning** – a new and innovative approach to learning.

**Learning beyond the LMS** – enables practical tasks and activities to be set for learners to complete outside of the LMS.

**Supports 70:20:10** – encourages learners to apply learning through their roles by putting it into practice.

**Learning pathways** – multiple tasks and activities can be combined a variety of training types to create comprehensive learning pathways and curricula.

**External training requirements** – directs learners to training required by external organisations and professional bodies – ensuring they meet required knowledge levels.

**CPD** – ensures learners undertake required CPD activities to achieve accreditation.

**Supporting documents** – learners can upload supporting documents to show how they have completed assigned tasks and activities.

**Document verification** – Agylia checks supporting documents to ensure only approved types and formats can be uploaded.

**Manager review** – enables managers to review a learner's progress through assigned tasks and activities.

**Additional learning resources** – managers can direct learners to additional resources to support Action Based Learning tasks and activities.

**Reflection** – encourages learners to reflect on their experiences.

**Safe and secure communications** – provides managers and learners with a safe and secure communications channel.