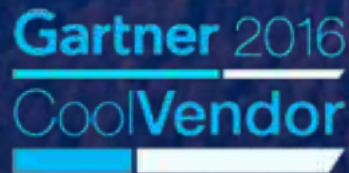


# Ripensare l'apprendimento



**Orazio Stangherlin**  
Fondatore e Amministratore Arcadia



# MEET THE MODERN LEARNER



As training moves to more digital formats, it's colliding with new realities in learners' jobs, behaviors, habits, and preferences.

Today's employees are overwhelmed, distracted, and impatient. Flexibility in where and how they learn is increasingly important. They want to learn from their peers and managers as much as from experts. And they're taking more control over their own development.

## OVERWHELMED...

Number of times online every day  
early days of the Internet: **5** today: **27**

**41%** of time workers spend on things that offer little personal satisfaction and do not help them get work done.

## DISTRACTED...

Most learners won't watch videos longer than **4** minutes

Knowledge workers are constantly distracted with millions of websites, apps, and video clips.

People unlock their smartphones up to **9** times every hour

**2/3**

## IMPATIENT...

Online designers now have between **5** and **10** seconds to grab someone's attention before they click away

**5** minutes—ironically, often by work applications and collaboration tools

**5** of knowledge workers actually complain that they don't have time to do their jobs

**1%**  
of a typical workweek  
is all that employees  
have to focus on  
training and  
development

## UNTETHERED

Today's employees find themselves working from several locations and structuring their work in nontraditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people consistently and even harder to develop them efficiently.



of the global workforce is expected to be "mobile" by the end of 2015



of full-time employees do most of their work somewhere other than the employer's location



of workforce comprised of temps, contractors, and freelancers

## ON-DEMAND

Employees are accessing information—and learning—differently than they did just a few years ago. Most are looking for answers outside of traditional training and development channels. For example:



People are increasingly turning to their smartphones to find just-in-time answers to unexpected problems



## COLLABORATIVE

Learners are also developing and accessing personal and professional networks to obtain information about their industries and professions.



Learners are asking other people

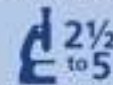


sharing what they know

of training courses are delivered by an ecosystem of 2,000+ peer learners

## EMPOWERED

Rapid change in business and organizations means everyone needs to constantly be learning. More and more people are looking for options on their own because they aren't getting what they need from their employers.



Half-life (in years) of many professional skills

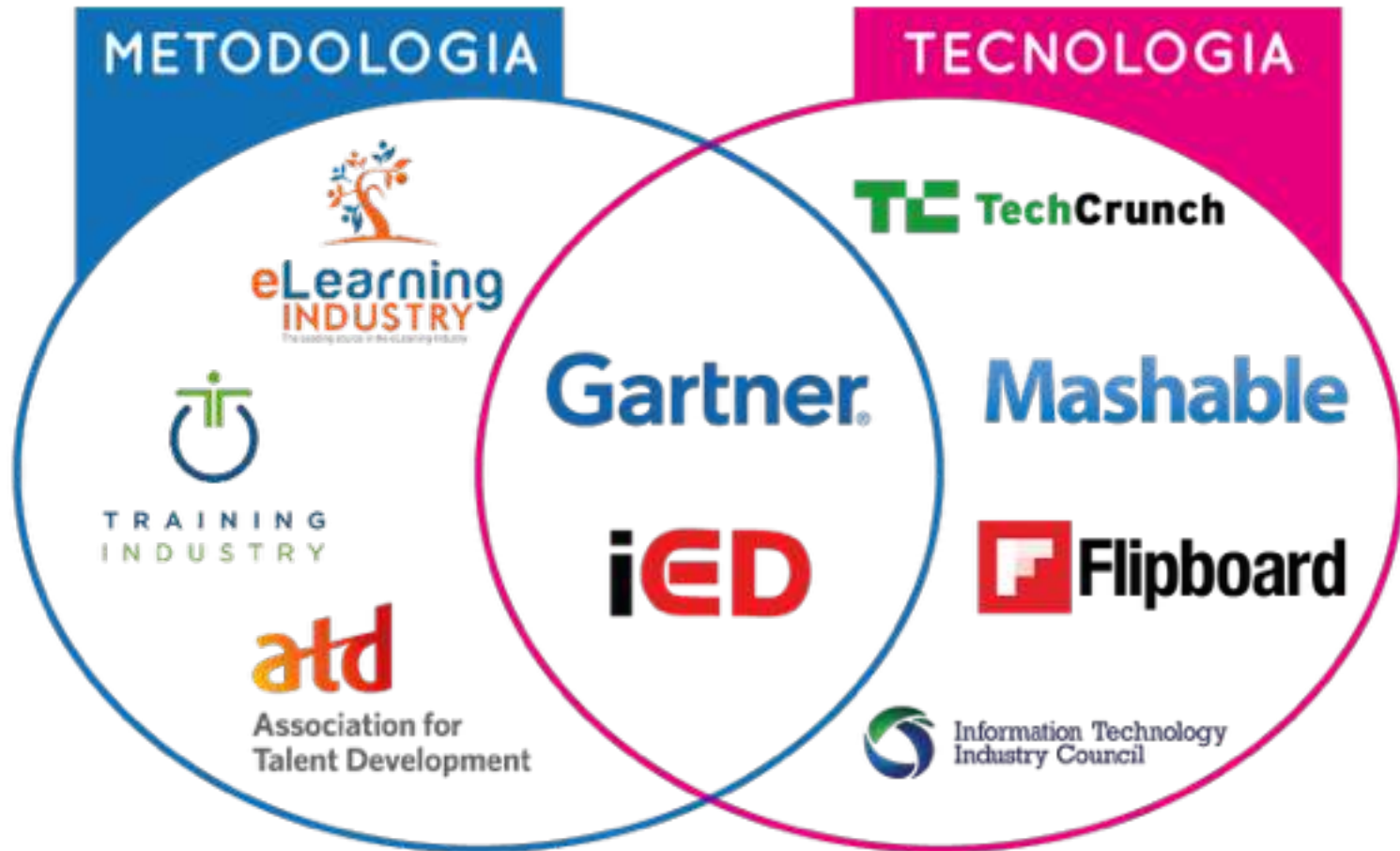


of workers who say they have opportunities for learning and growth at their workplaces

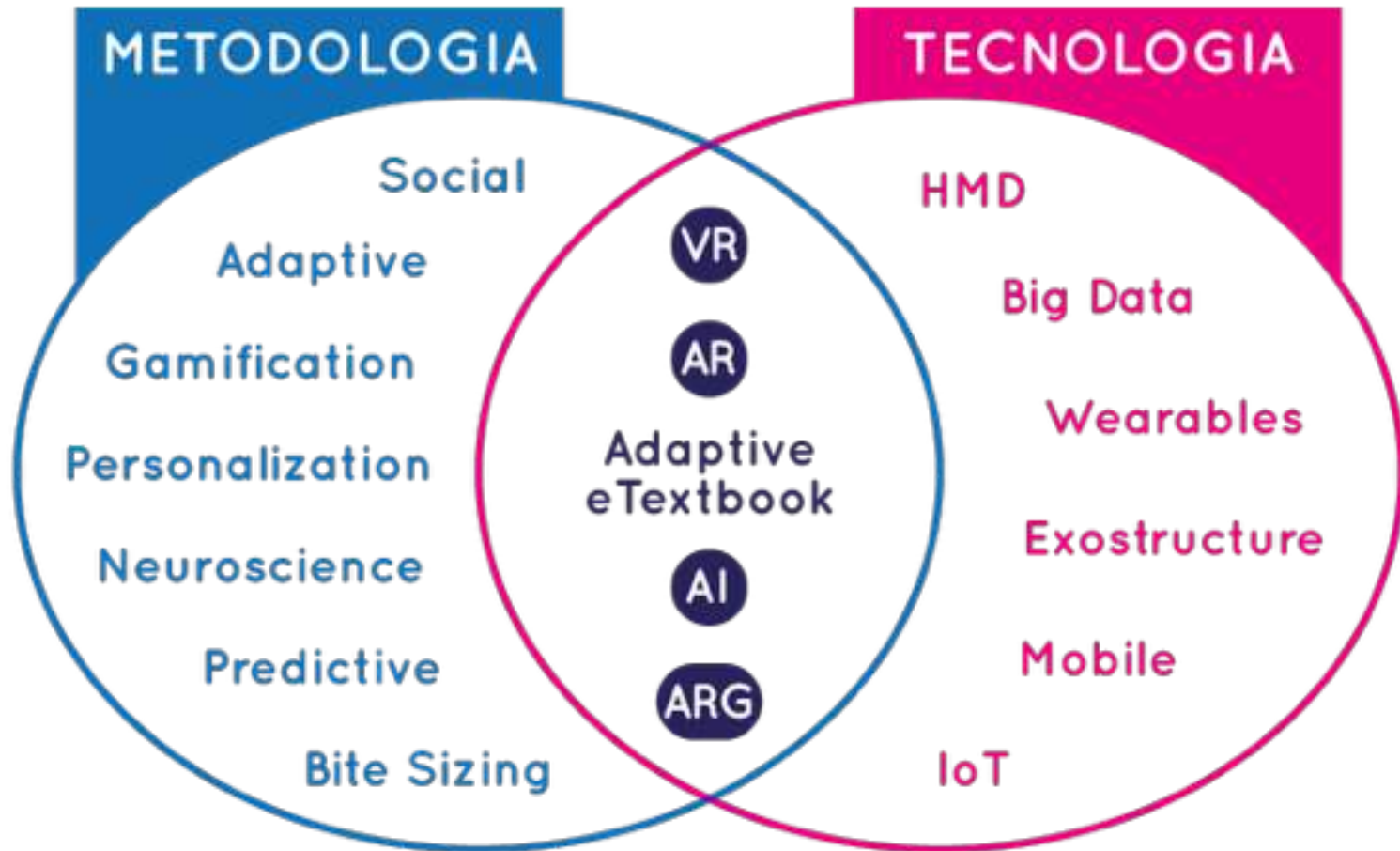


of IT professionals who report having paid for training out of their own pockets

# FONTI



# KEY FACTORS



IL NOSTRO

SOGNO

“ Imparare  
più facilmente,  
più velocemente,  
con maggiore  
divertimento ”

# IL FRAMEWORK

## AAL<sup>®</sup>



### DIGITAL TOOLS

Mobile VR LMS eTextbook AR

### METHODOLOGIES

Gamification	●	●	●	●	●
Social Learning	●	●	●	●	●
Flipped Classroom	●	●	●	●	●
Adaptive Learning	●	●	●	●	●
Interactive Simulation	●	●	●	●	●

# ARCADIA'S WAY



arcadia<sup>®</sup>  
augmented  
learning

## PERSONALIZZAZIONE



mobile,  
adattività,  
simulatori

## TRACKING



piattaforme adattive,  
predittive, esostrutture,  
wearables,  
devsmesh

## FACILITÀ



visual, simulatori VR,  
smart agents,  
adaptive  
eTextbook



## ENGAGEMENT

gamification,  
digital  
content



## SOCIAL

collaboration,  
multiplayer,  
community

May 2016



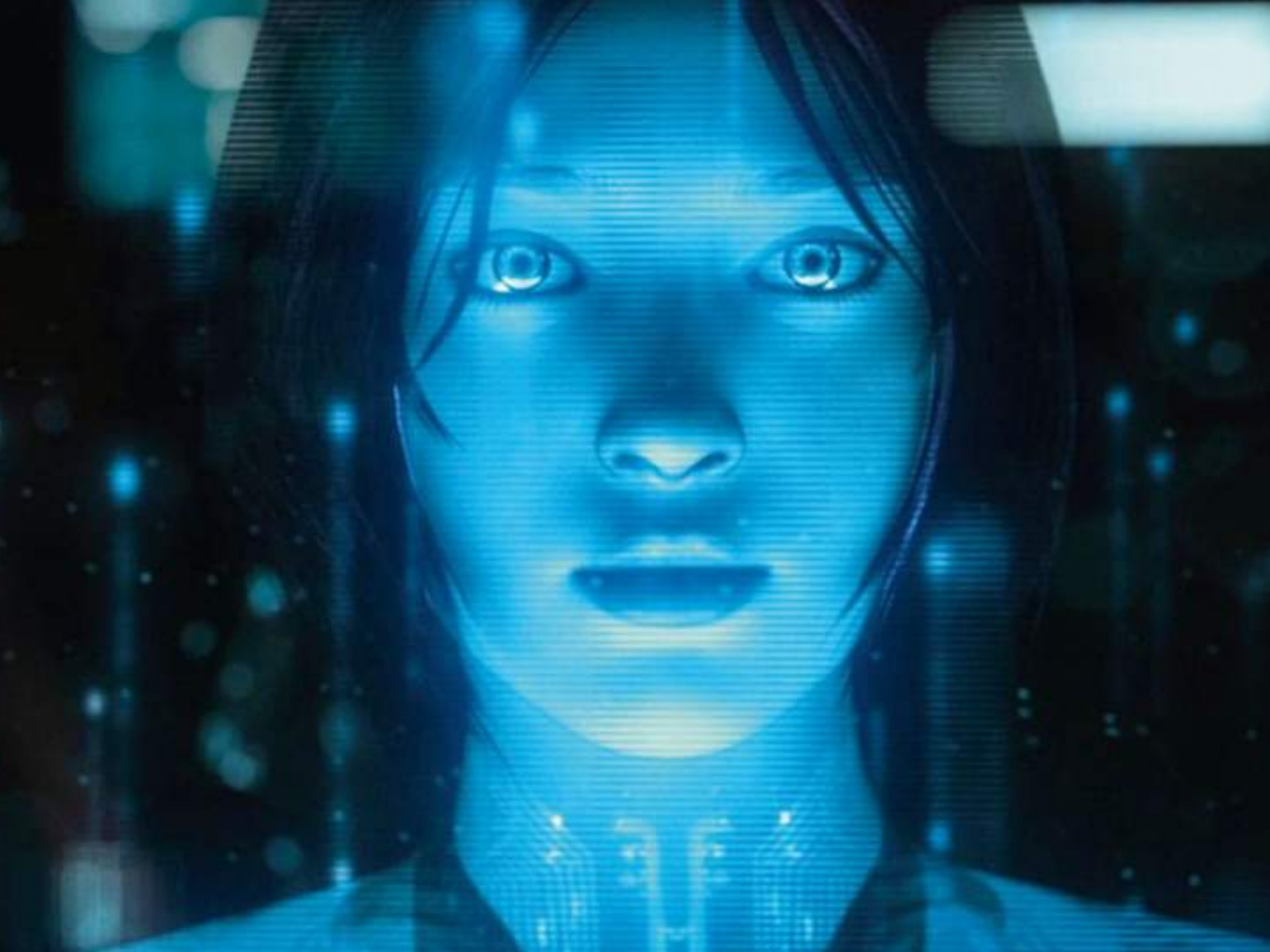
# McKinsey Quarterly

## Learning at the speed of business

What digital means for the next generation of corporate academies.

*by Richard Benson-Armer, Arne Gast, and Nick van Dam*





# Learn Anything Using the World's Best Resources

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AEDUS è la fiamma  
dell'innovazione che ferve in Arcadia.  
Scarica l'applicazione per restare  
sempre aggiornato.



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