 litmos

joy of Learning

**RECIPES & IDEAS TO
NOURISH LEARNERS**

Inspired by what is widely recognized as the most popular American cookbook – Joy of Cooking – we’ve whipped up a Litmos-inspired tribute to this classic, originally self-published in 1931 by author Irma S. Rombauer.

From the Acknowledgements of a reprinted 1975 version:

“...more than ever the awareness we all share in the growing preciousness of food”

is an ongoing joy – one that continues over time – which aligns perfectly with how “the growing preciousness” of learning increases every day, especially in our current, rapidly changing times.

Further, the book shares with us that:

“Joy’ has always been a family affair.”

And so too for our Litmos family, the joy of learning is a collective “affair” – one that our team delights in and savors. We take great pleasure and pride in being able to deliver to you the finest learning technologies and content available anywhere. After all, learning has always been our bread and butter.

Of course, we specialize in the eLearning aspects of the experience – but this should be neither intimidating nor unwieldy. You’ll discover that you have the capacity to serve balanced, enriching, enjoyable learning programs – no fancy, hard-to-use equipment required – other than a smartly-engineered, well-oiled LMS chock full of appealing courses.

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HORS D'OEUVRES

GLAZED MICRO BITES
TARGETED TIDBITS
PARTNER PUFFS DU PANACHE
CUSTOMER CANAPES

GLAZED MICRO BITES

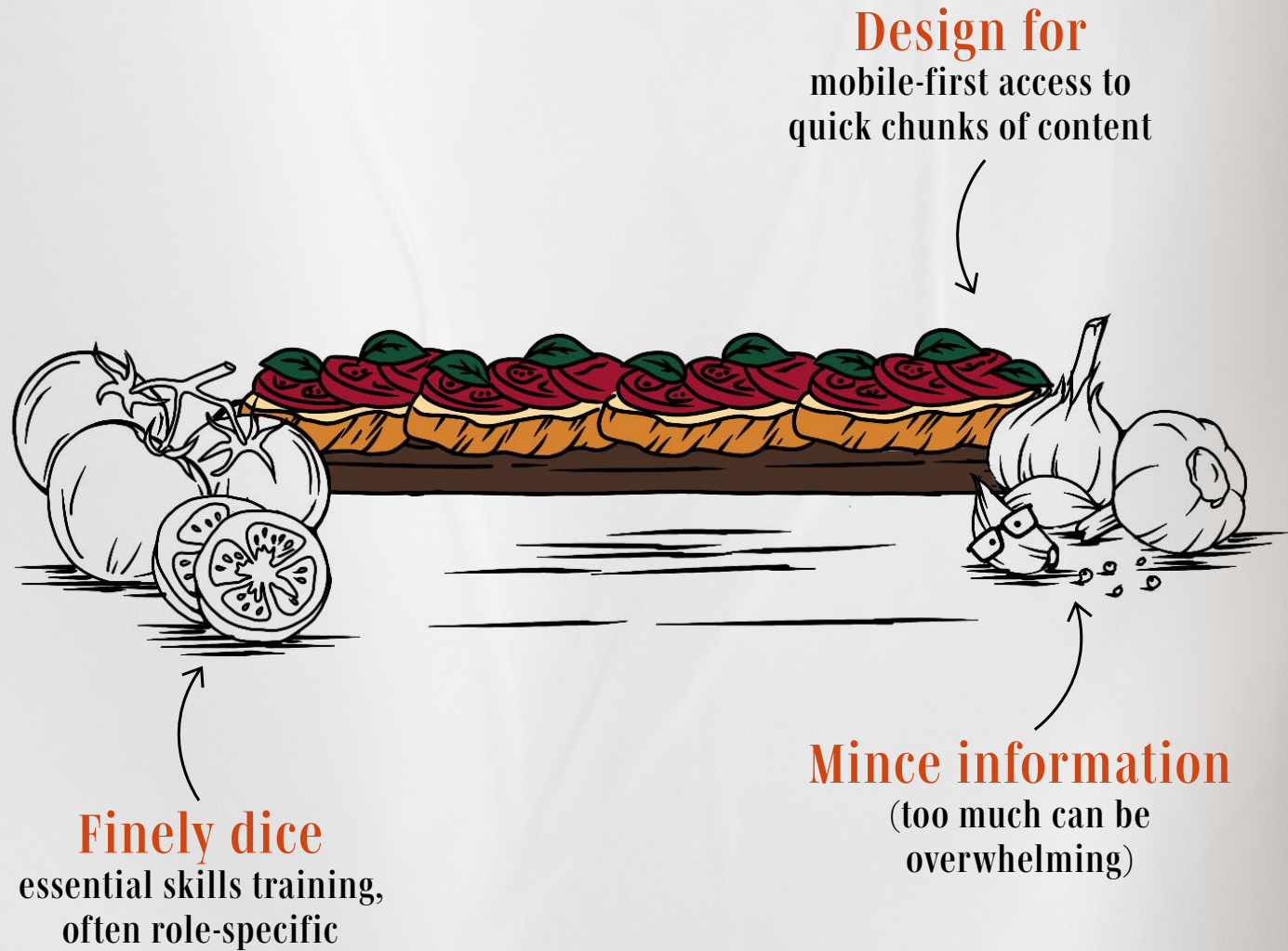
Perhaps no foods lend themselves to more occasions than appetizers. Thus, the ideal way to begin your party is by offering a few small bites that will whet the appetite for forthcoming courses. Most of the ingredients can be found off-the-shelf; so, there's no need to make your micro bites entirely from scratch.

A note about glazing: you can add coatings to your appetizer courses to impart additional luster, color, and flavor as a technique to draw interest and increase appeal. Also note that this recipe can be remade at any frequency and in varying combinations, as ideas occur or as your shelf is restocked with new micro-learning content.



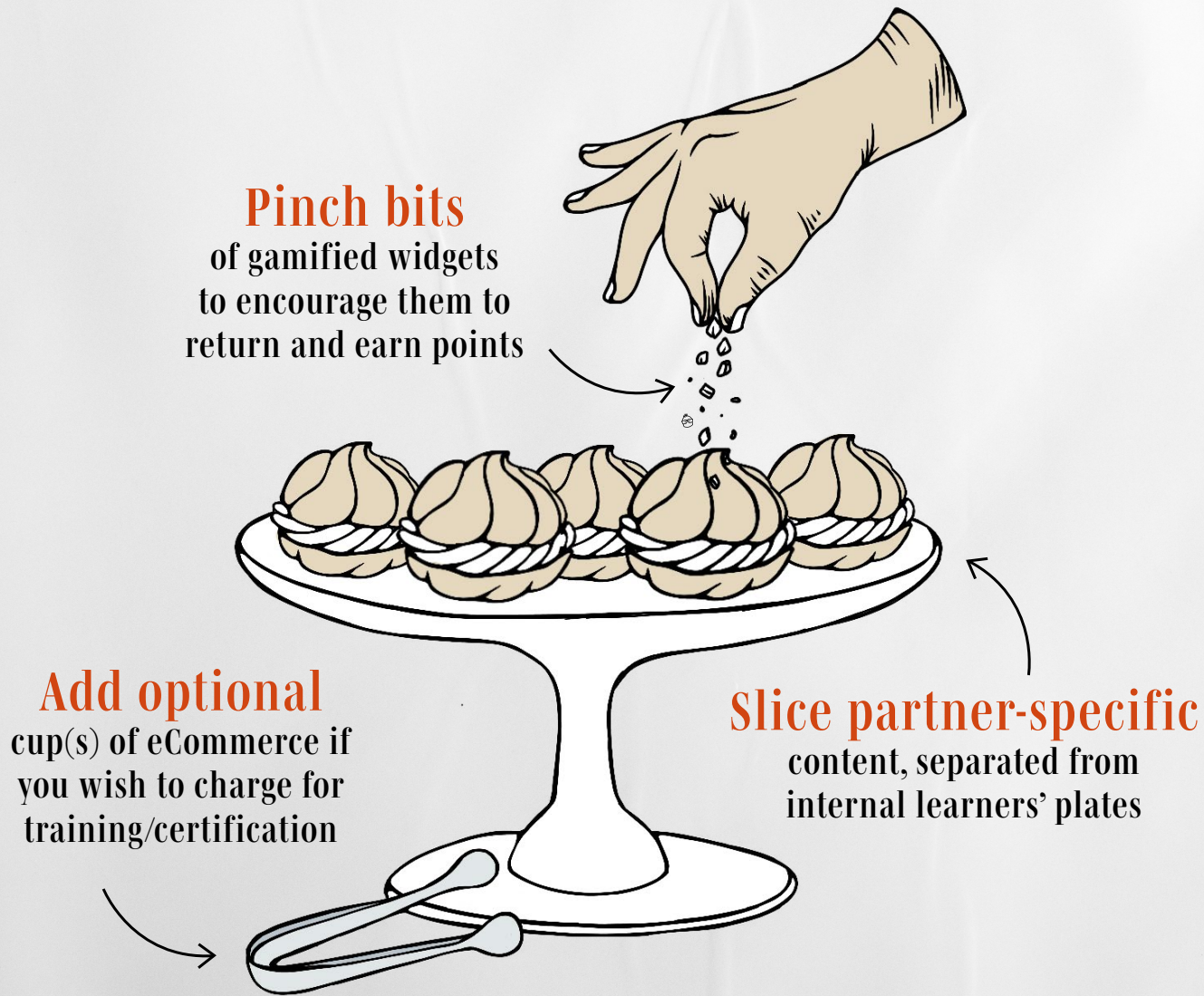
TARGETED TIDBITS

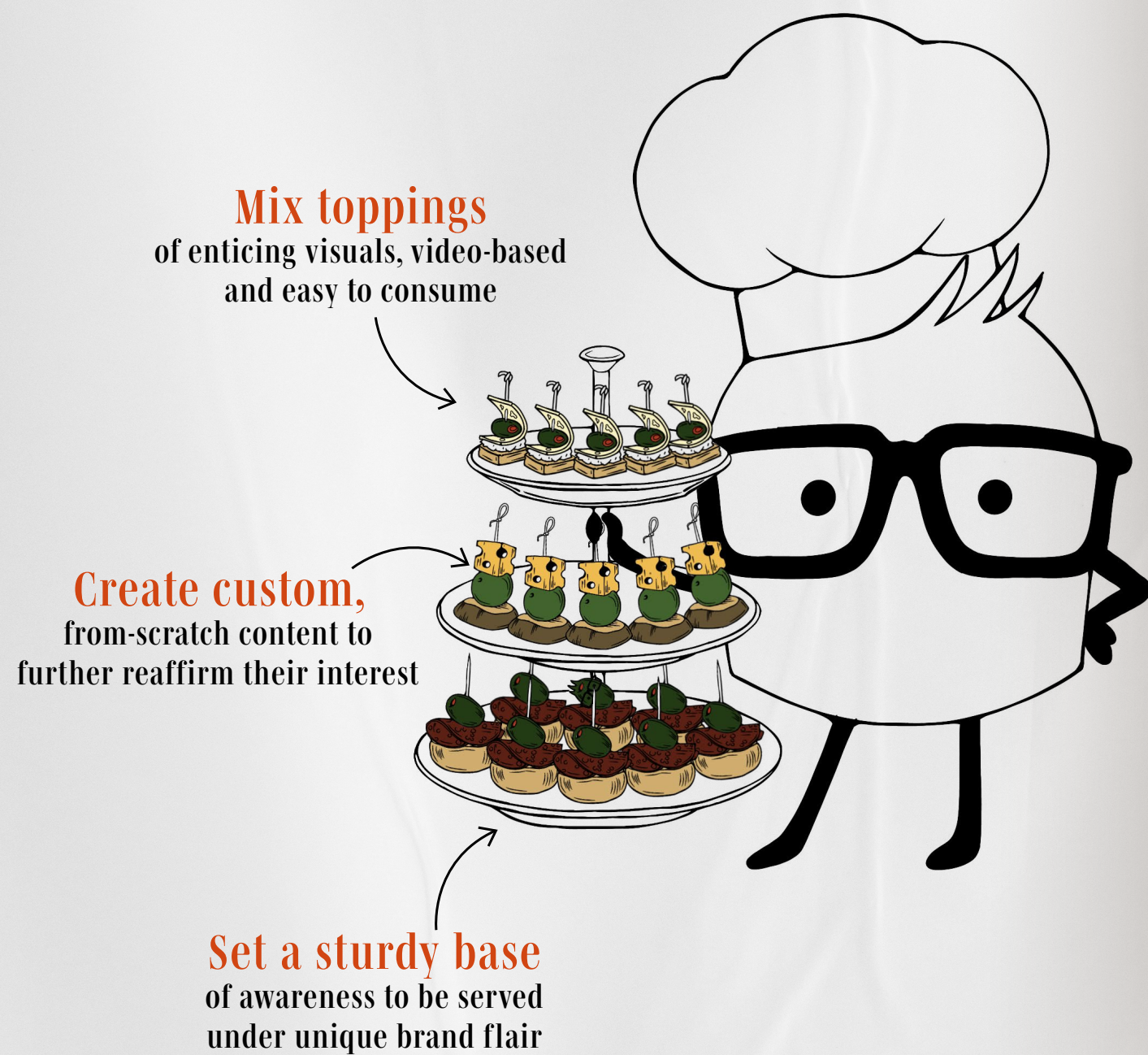
As some learners have rather selective palettes, it can be appetizing to serve very targeted offerings that highlight only one or two key ingredients – as a method of furthering peoples’ skills in very specific ways. While those topics may be considered a matter of taste (or lack of it), it’s not your place to decide on behalf of learners. Instead, ask for feedback, and in turn, give them what they want and need. Just as your learners may be quite discerning about what they wish to consume, you also can be strategic in knowing that what you choose to serve is for the betterment of everyone at the table.



PARTNER PUFFS DU PANACHE

Should partners be in attendance, be prepared with distinctively filled items for them to access easily. This is an opportunity to increase your growth by creating attractive experiences that inspire their loyalty and expand their knowledge. The learning content should contain only a trace of didact and certainly no stodgy instruction. You want them to feel like members of the family, not outsiders, so offer as many tableside conveniences as possible, so that they don’t have to ask for assistance, but may help themselves. Also, leverage the elegance of the LMS to serve these bites with some “panache,” so partners know they’ve come to the right party.





Mix toppings
of enticing visuals, video-based
and easy to consume

Create custom,
from-scratch content to
further reaffirm their interest

Set a sturdy base
of awareness to be served
under unique brand flair

CUSTOMER CANAPES

An enticing way to attract customers into the mix, present delicious training opportunities to increase their knowledge and appreciation of your products. Should the dilemma of having throngs of eager customers seeking training be yours, by all means, indulge them! The creative options are nearly endless, depending on your brand, and content can range from strictly savory to outright sweet. But do remember to display a welcoming presentation and layout, so learners know what to expect when they dig in.



CRAFT COCKTAIL

“HONE YOUR CRAFT” COCKTAIL

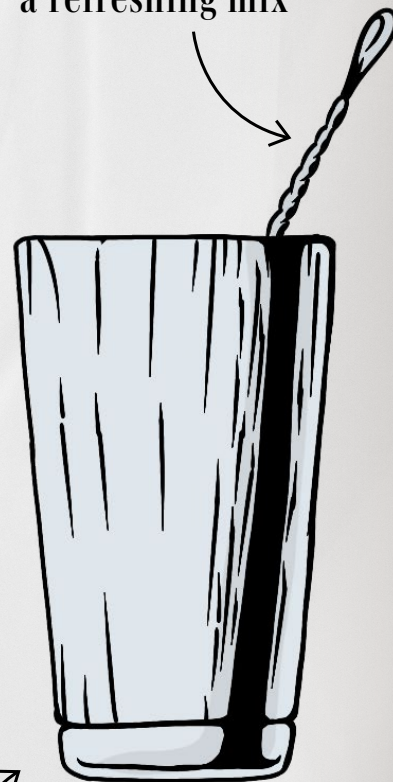
“HONE YOUR CRAFT” COCKTAIL

Every party-goer loves a craft cocktail, so this is your time to show off your current L&D skills – serving sips that are unique but not so unusual as to be off-putting – while also sharing that you too have not stopped learning. Let attendees know that you welcome their feedback on offerings and are open to suggestions for future improvement. In the true spirit of learning, there’s no endpoint, just continuous, lifelong development. And remember, the vessels through which you serve your libations frequently determine their success or failure, so keep the containers clean.

Clean vessels
so that contents can be
neatly consumed



Carefully stir
or blend (do not shake)
a refreshing mix

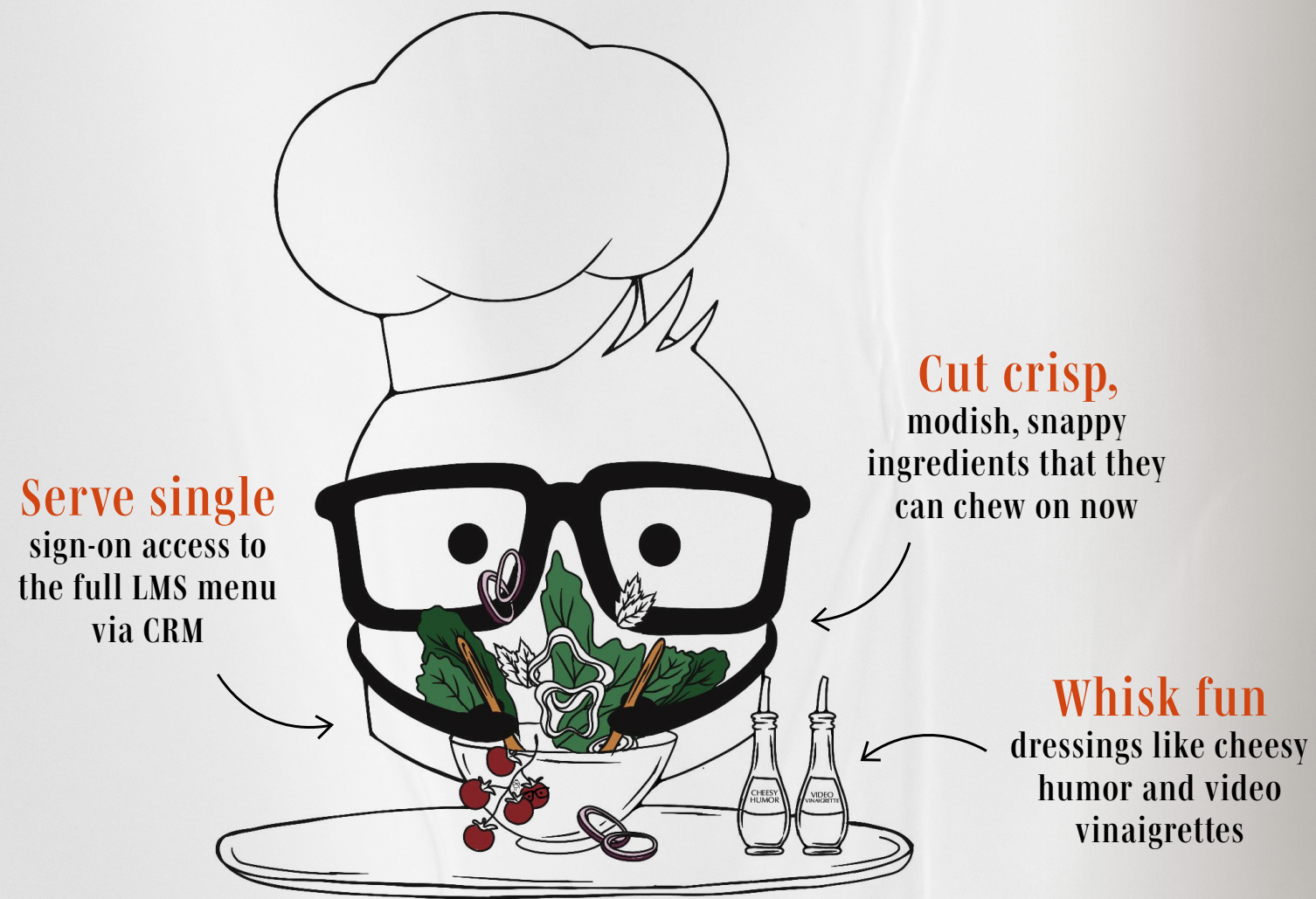


Open to
suggestions for specialty
or improved versions



SALAD & SOUP

SINGLE-SERVING SALES SALAD
CUSTOMER SERVICE CECICHE



SINGLE SERVING SALES SALAD

Surely, you'll have salespeople arrive at this soirée, social beings that they are, so be prepared with fresh training that feeds their bodies and minds in a cordial and convenient way. They shouldn't need to stop at multiple buffet stations to get their learning mix – put it all in one centralized place and have it singularly served to their personalized needs at the moment. While this is just the salad course, keep in mind that placed closely together, further courses may be consumed one-to-the-next without worry of being perceived as overindulgent or solely self-serving. This is the entry point to what's coming next – so critical, as well-fed salespeople are always the life of the party.

CUSTOMER SERVICE CEVICHE

A bright enticement for your guests in customer service roles is an exciting, refreshing blend of components that energizes them from the start. Try combining eLearning with live training and/or virtual instructor-led (VILT) to keep them moving forward without ever feeling bored. Keep it light but interesting, fun but complex – and they'll be discussing this dish among each other and looking forward to the next serving. Just be sure to remove any excess content that will dull the full expression of this experience.



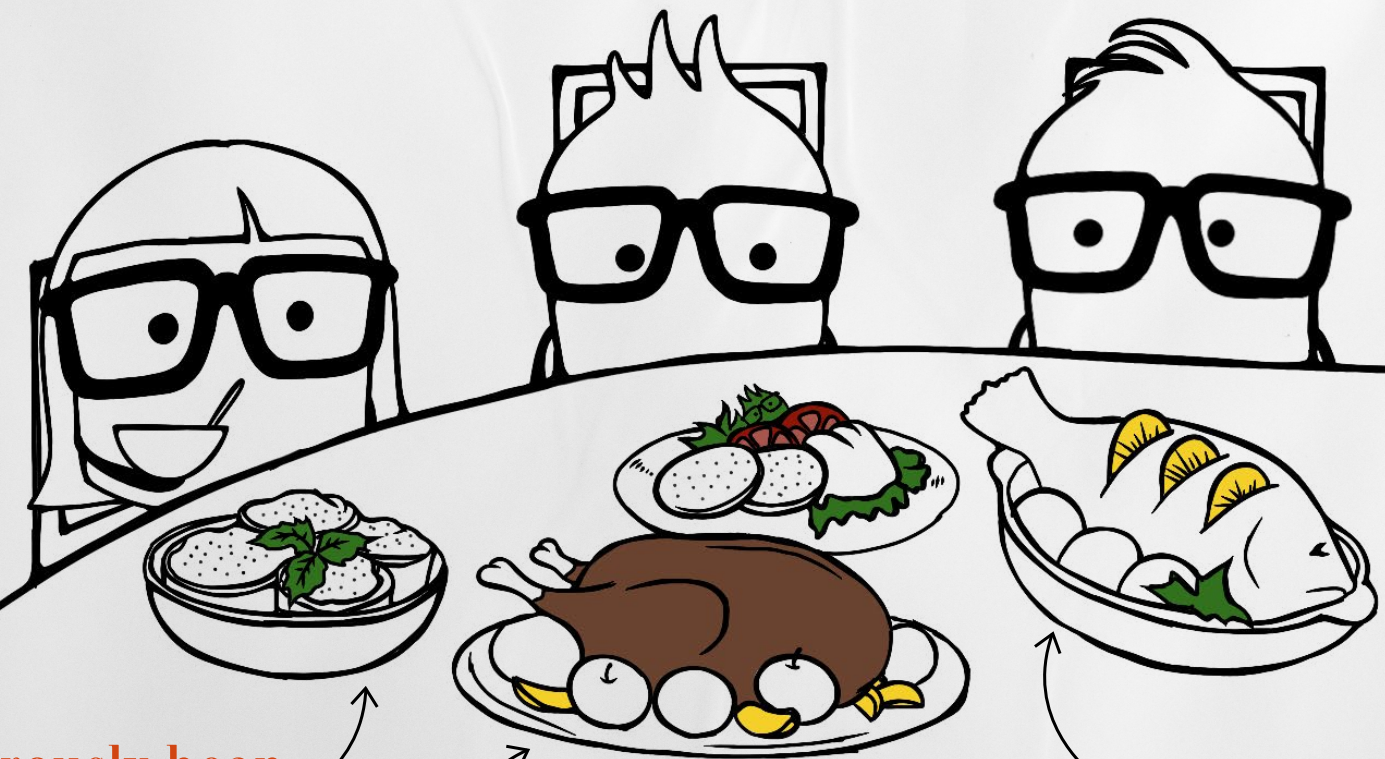


MAIN COURSE

ENTRÉE POUR EMPLOYEES
WILD GAME DU JOUR
DECORATIVE MOLDS
MARINATED SIDES

ENTRÉE POUR EMPLOYEES

The bulk of your guests are more than likely going to be employees, so the main course must revolve around their expectations and dietary needs. Enrich their experience with personalized paths to satisfaction and success that are both filling and nutritious, but not overbearing. The key to this course (as with many others) is to know your audience as well as possible. Ask in advance what they'd like to consume and where they feel they need to expand their knowledge. If there are outspoken leaders in the group, pay extra attention to their requests for the broader group. This will guide you to delivering superior results.



Generously heap
new material available
at-will or preassigned

Plate hearty
portions of development,
both professional and personal

Create content
that focuses on outcomes,
not steps or processes

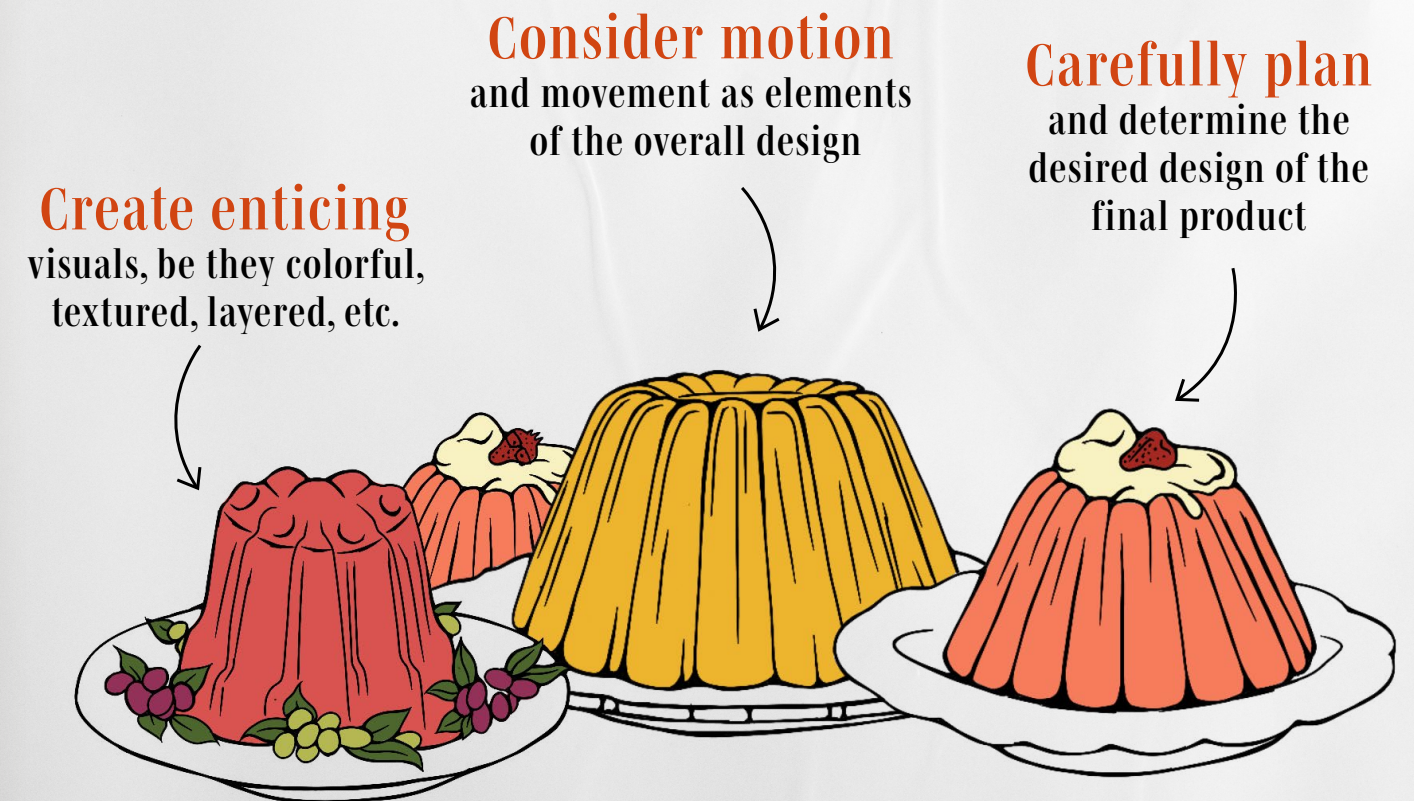


WILD GAME DU JOUR

Throughout the ages, people have enjoyed the excitement of the chase and still today, the thrill of the hunt continues. Bring some old-world charm to your program by adding game. Your attendees will love discussing their greatest moments of competition and perhaps where they currently stand on the team leaderboard. Some may comment that gamification adds too much cost, but this is misconstrued. You can make the most of your investment by ensuring the platform includes this feature. Gaming is a particularly effective way to elevate people's enthusiasm and is sure to make the conversation more fun.

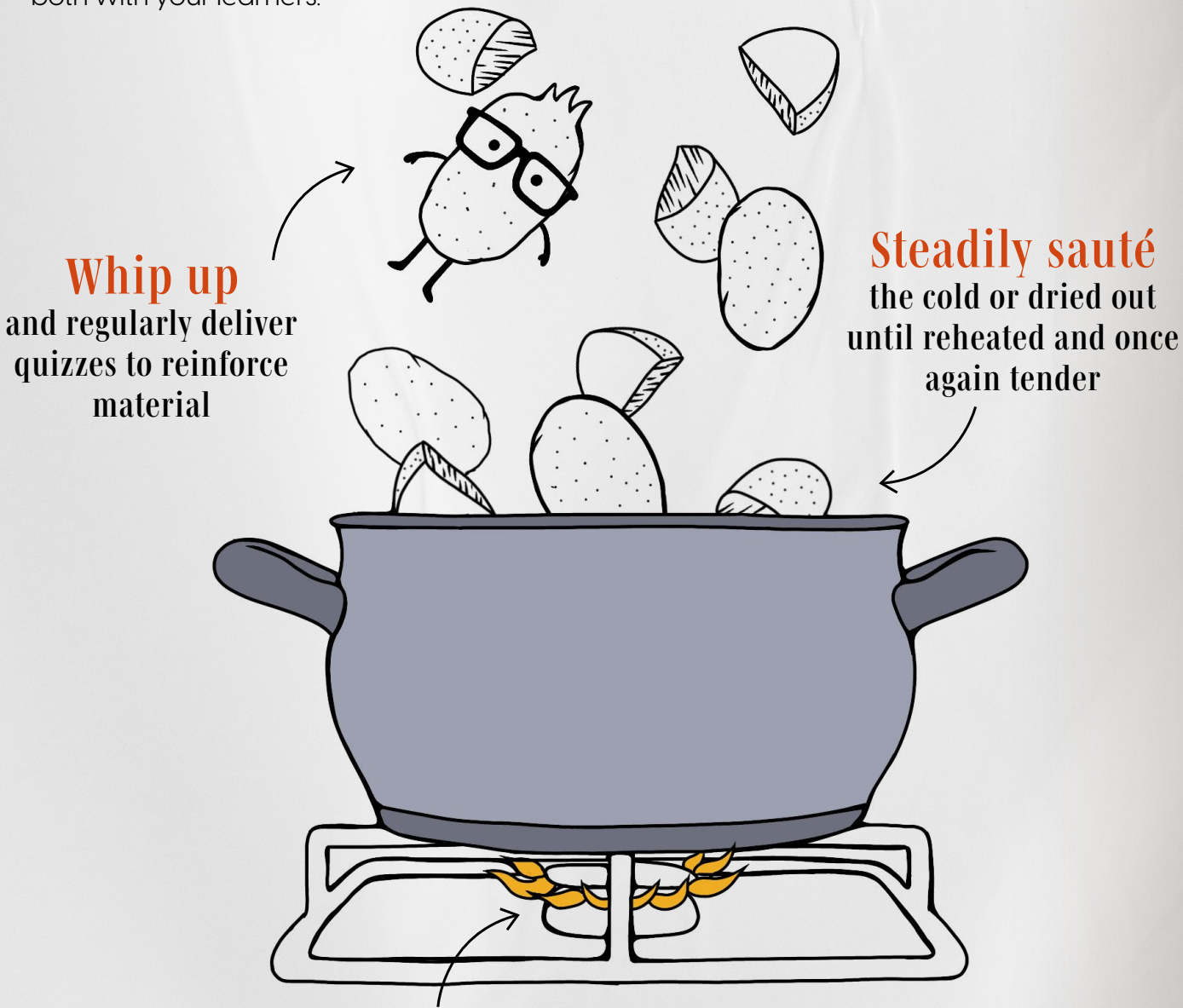
DECORATIVE MOLDS

It's surprising how a few fancy designs can perk up your party. No one wants a bland experience, so be sure to customize your LMS to match the look of your brand. A charming border here, a flourish of color there – be creative but tasteful and your guests will delight in seeing how you treat the classic art of learning with such modernness. Of course, companies come in all shapes and sizes, and you need to stay within your standardized guidelines, but it's remarkable what some carefully molded shapes, buttons, and banners do to garnish the visual environment.



MARINATED SIDES

Not inappropriately, an unresponsive person may be called a “cold potato.” But if this is the case with your learners, the question should focus on why they went cold. It’s one thing to let people (or potatoes) marinate for a while to allow flavors to sink in, but you don’t want to let the marination phase go too long, as things will get soggy! There’s a balance between giving time to absorb and applying to an intended purpose. Be sure to do both with your learners.



DESSERTS

EXECUTIVE CONFECTIONS
TAKEAWAY TARTS

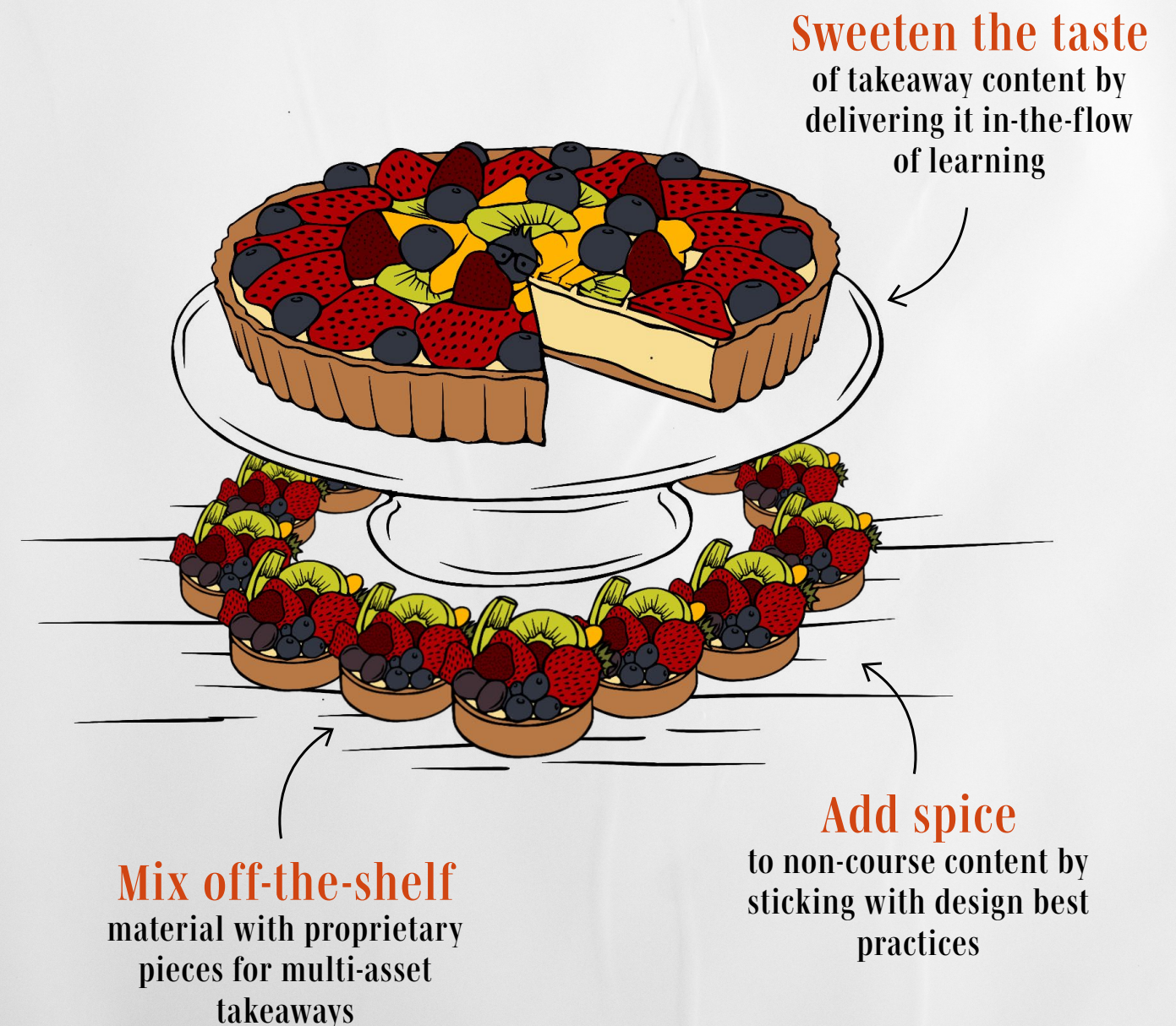
EXECUTIVE CONFECTIONS

In recent years, sugary edibles have been maligned as unhealthy, but sometimes a bit of sugar is not only due, but necessary. When serving the executives at your party, it's perfectly acceptable, polite, and welcomed to extend a trayful of sweet reasons why your learning programs bring value to the organization. Keep these confections streamlined in shape and presentation, avoiding unnecessary flourishes, and do stay away from the saccharine – it will come off as inauthentic and sycophantic.



TAKEAWAY TARTS

Nothing makes a lovelier end to your party than giving something for people to take away. When creating any kind of take-home favors, time is saved by making them in advance and in bulk – and this may be the ideal time to buy off-the-shelf! You can add your unique packaging once in your own environment. As guests are departing a course, offer a supporting piece of material that reinforces the themes, ideas, and information of what they recently consumed. As they'll get home and unwrap it, they'll be pleasantly reminded of their expanded knowledge and experience.





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