

The 10 commandments for creating online learning



Focus on content that improves job performance.
Less is more "Nice-

Less is more. "Nice-to-know" is irrelevant.
Apply the 80/20 rule.



Create small pieces, not big courses.

Make content digestal.

Make content digestable in minutes, not hours.



Equip people to find things on their own.

People prefer discovery to being told what to do. Avoid long presentations and lectures. People tune them out after 10 minutes.



Make it easy for peers to develop new content.

Enlist learners as curators who maintain and expand the base of content over time. Colleagues have more credibility than instructors.



Flip the classroom.

Use people's time together for discussion, not reviewing content. (Do that in advance.) Only 15% of what's taught in traditional workshops shows up as new behavior on the job.



Use web 2.0 design principles.

Tag all content for easy recall. Skin content to make it visually attractive. Provide a way for users to rate content, premitting the cream to rise to the top.



Take advantage of pictures, videos, maps and infographics.

A short video is more effective than a written memo. We humans are sight animals.



Format content for smartphones, tablets, laptops and other devices.

Learning is increasingly mobile. Build once, deploy to many.



Less is more.

Use the content creation process to weed out any obsolete, inappropriate or worthless content from the past.



10

Start your high impact projects and market your success with them.

www.litmos.com

© 2023 Litmos US, L.P. and affiliates. All rights reserved.

Litmos products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of Litmos (or a Litmos affiliate company) in the United States and other countries. All other product and service names mentioned are the trademarks of their respective companies.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of Litmos. The information contained herein may be changed without price notice. Some software products marketed by Litmos and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are applied by Litmos for information of uniformation contained herein may be changed without price notices. The information contained herein may be changed without price notices are provided by Litmos and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are applied by Litmos for information contained herein may be changed without price notices. The information contained herein may be changed without price notices are provided by Litmos and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

productions or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned herein. This document, or any related presentation, and Litmos or its affiliated companies strategy and possible future developments, products, and/or platform directions and functionality are all subject to change and may be changed by Litmos or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned