Council on Foundations

Technology-Based Learning for Increased Organizational Effectiveness

June 28, 2016

Meet Your Moderator

Russ Barratt

Vice President, Technology
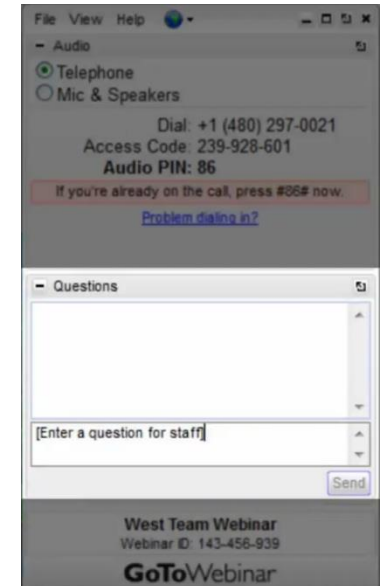Council on Foundations

russ.barratt@cof.org

Housekeeping Items

Access the Help Desk: Select the "Help" option in the toolbar at the top of your GoToWebinar navigation panel.

Ask a Question of the Presenters: Click the "Questions" box to type a question for the presenters.

Exit the Webinar: Click the gray "X" in upper right corner of the gray webinar navigation bar.

For Telephone Participants: If you are using the telephone to listen to the webinar, please make sure to use a landline to ensure call clarity.

Webinar Recording: A recording of this webinar and slides will be made available on the Council's website.
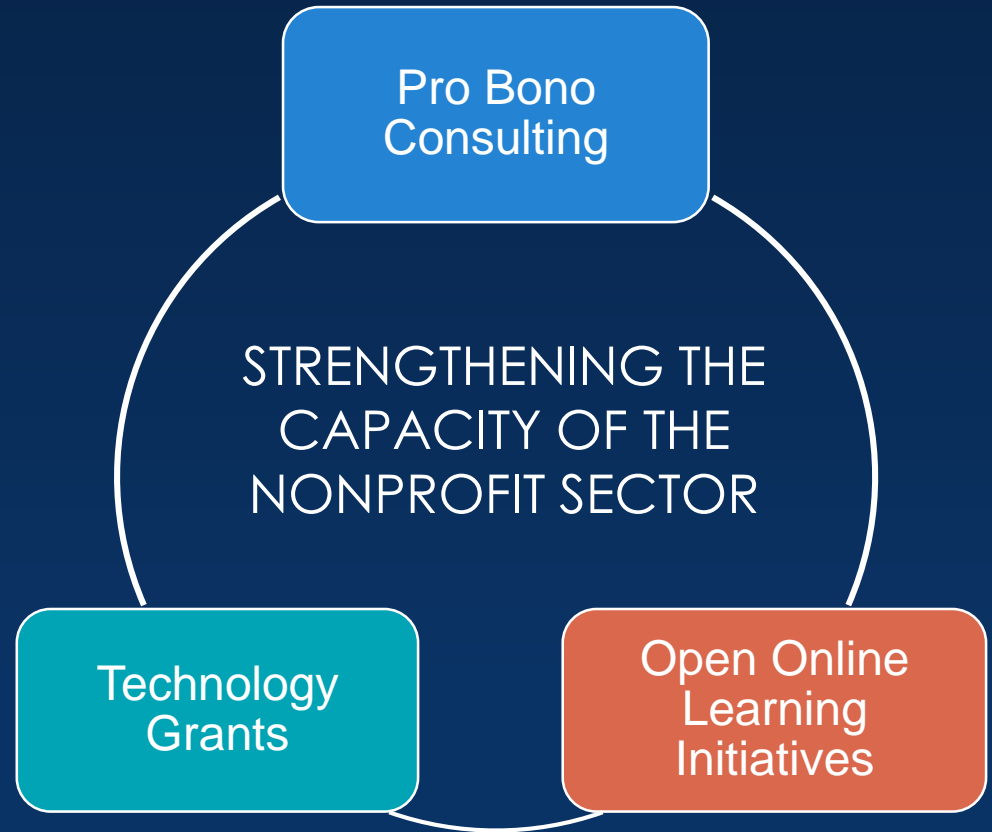
Agenda

- Introduction and Housekeeping

- Cornerstone OnDemand Foundation

- 2016 Survey - Technology Based Learning for Nonprofits

- Council on Foundations

- Q&A

Kim Hagan

Director Learning Strategy and Engagement

Cornerstone OnDemand Foundation

Leverage technology, programs, and services
to strengthen the capacity of nonprofits around the world.

Pro Bono Consulting

STRENGTHENING THE CAPACITY OF THE NONPROFIT SECTOR

Technology Grants

Open Online Learning Initiatives

Home   My Learning   Connect   About Us   Help

BROWSE BY TOPIC

Additional Featured Learning

Humanitarian Essentials

Technical Sectors

Program Support

Staff Safety and Security

Personal Development

Featured Webinar: Leveraging Online Learning to Engage Remote Staff

VIEW DETAILS >

devex

PACKS

Find bundled learning of online courses, videos and guides around specific topics.

MORE

CRISIS RESPONSE PAGES

Find information and training to prepare for responding to specific large scale crises.

Syria   Ecuador

New to DisasterReady?
Find guides, videos, and frequently asked questions.

Change Your Language
Update the portal to display the language in Arabic, French or Spanish.

Join a Community
Discover new ideas, ask questions, and share insight with humanitarian professionals from around the world.

NonprofitReady.org

CATEGORY

Accounting & Finance
Development
Leadership
Marketing & Communications
Operations
Professional Effectiveness
Program Management
Volunteer Engagement
Accredited Content

FEATURED COURSE
Preparing the Annual Performance Review

VIEW DETAILS >

THE CORNERSTONE ON DEMAND FOUNDATION WEBINAR SERIES
Talent management expertise for the nonprofit perspective.

MORE

TAPROOT+
Connect with a skilled volunteer who can completed a critical project for your nonprofit.

LEARN MORE

New to Nonprofitready.org?
Read through these frequently asked questions below.

Update your profile
Manage profile, view other profiles and collaboration in one place.

Join a community
Share, comment and build communities with courses and content

TeachingReady.org

BROWSE BY TOPIC

Instructional Methods
School Climate
Subject Specific
Leadership and Collaboration

FEATURED COURSE
The Management Styles

VIEW DETAILS >

ARE YOU TEACHING READY?
Click below to complete the TeachingReady questionnaire form.

DETAILS

FOR TEACHERS & SCHOOL LEADERS
Learn about TeachingReady.org

MORE

New to TeachingReady.org?
Read through these frequently asked questions below.

Update your profile
Manage profile, view other profiles and collaboration in one place.

Join a community
Share, comment and build communities with courses and content

7

The New Workforce

Multi-generational: Four generations working side-by-side for the first time in history

Each has a different way of gathering and communicating information

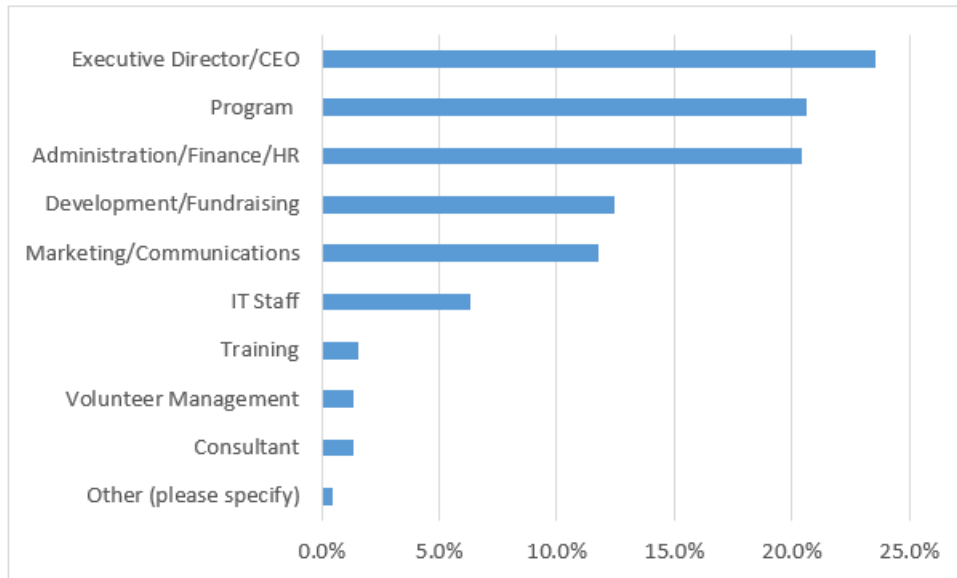Each has distinct work ethics that guide their decision-making, adherence to rules and personal interactions

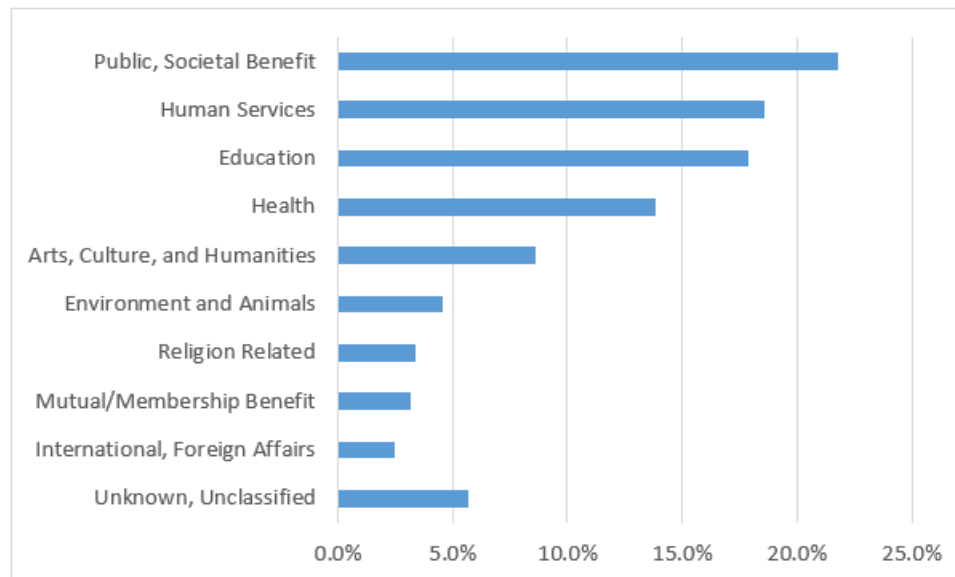|	Traditionalists	Boomers	Gen Xers	Millennials
Training	The hard way	Too much and I'm outta here	Required to keep me	Continuous and expected
Learning Style	Classroom	Facilitated	Independent	Collaborate and networked

Results from 2016 Survey
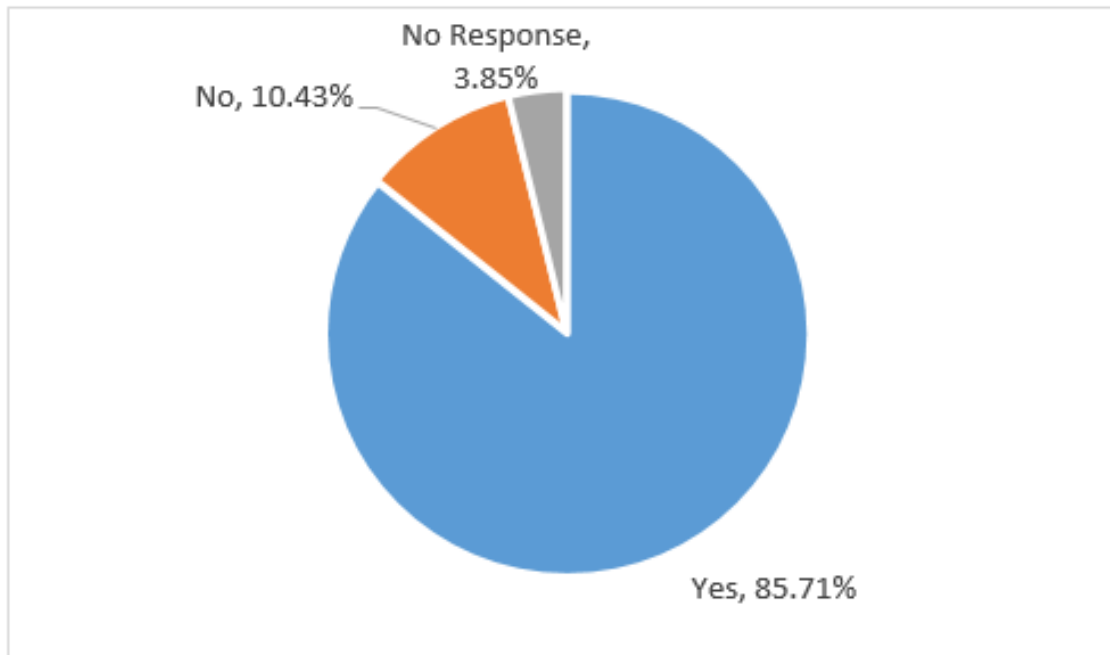
Technology Based Learning

for Nonprofits

## Which best represents your role or department at your organization?

Role/Department	Percentage
Executive Director/CEO	~23.5%
Program	~20.5%
Administration/Finance/HR	~20.5%
Development/Fundraising	~12.5%
Marketing/Communications	~11.5%
IT Staff	~6.5%
Training	~1.5%
Volunteer Management	~1.5%
Consultant	~1.5%
Other (please specify)	~0.5%

What best describes your organization's primary issue area?

| Issue Area	Percentage
Public, Societal Benefit	~21.5%
Human Services	~18.5%
Education	~18.0%
Health	~13.5%
Arts, Culture, and Humanities	~8.5%
Environment and Animals	~4.5%
Religion Related	~3.0%
Mutual/Membership Benefit	~3.0%
International, Foreign Affairs	~2.5%
Unknown, Unclassified	~5.5%

In the past 12 months, has your organization offered some form of in-person learning at least once to anyone associated with your organization?

How familiar are you with the term "technology-based learning"?
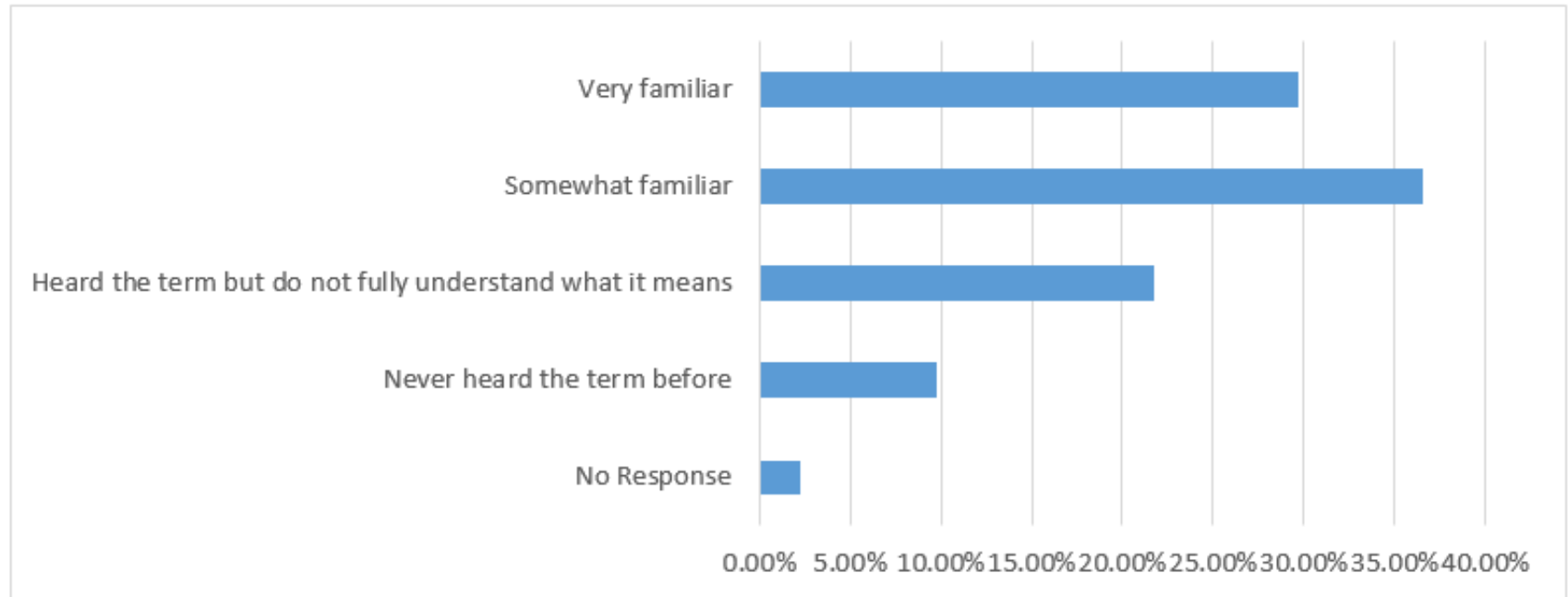
Based on the definition provided, in the past 12 months has your organization offered some form of TBL at least once to anyone associated with your organization?
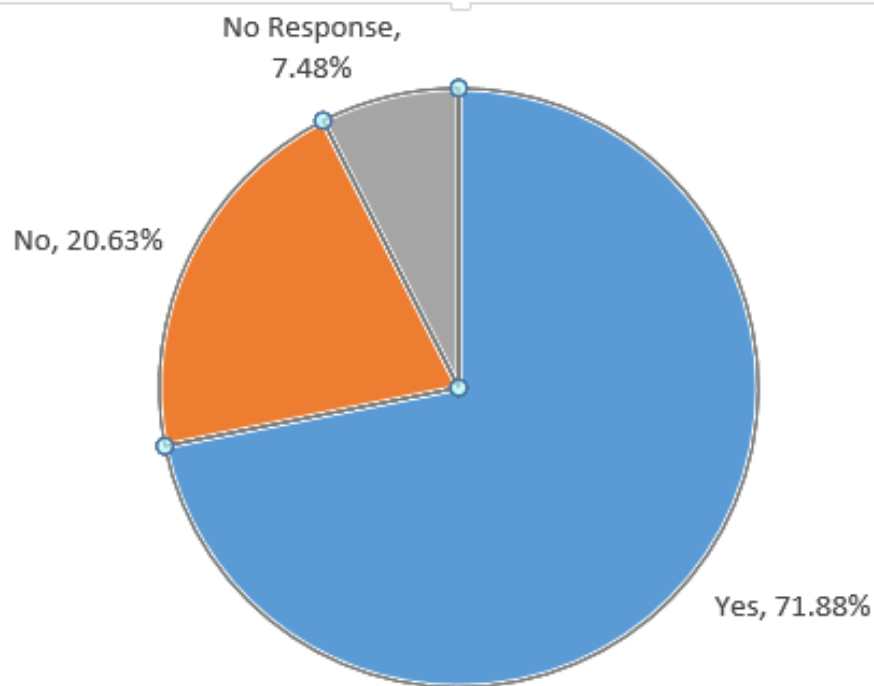
No Response, 7.48%

No, 20.63%

Yes, 71.88%

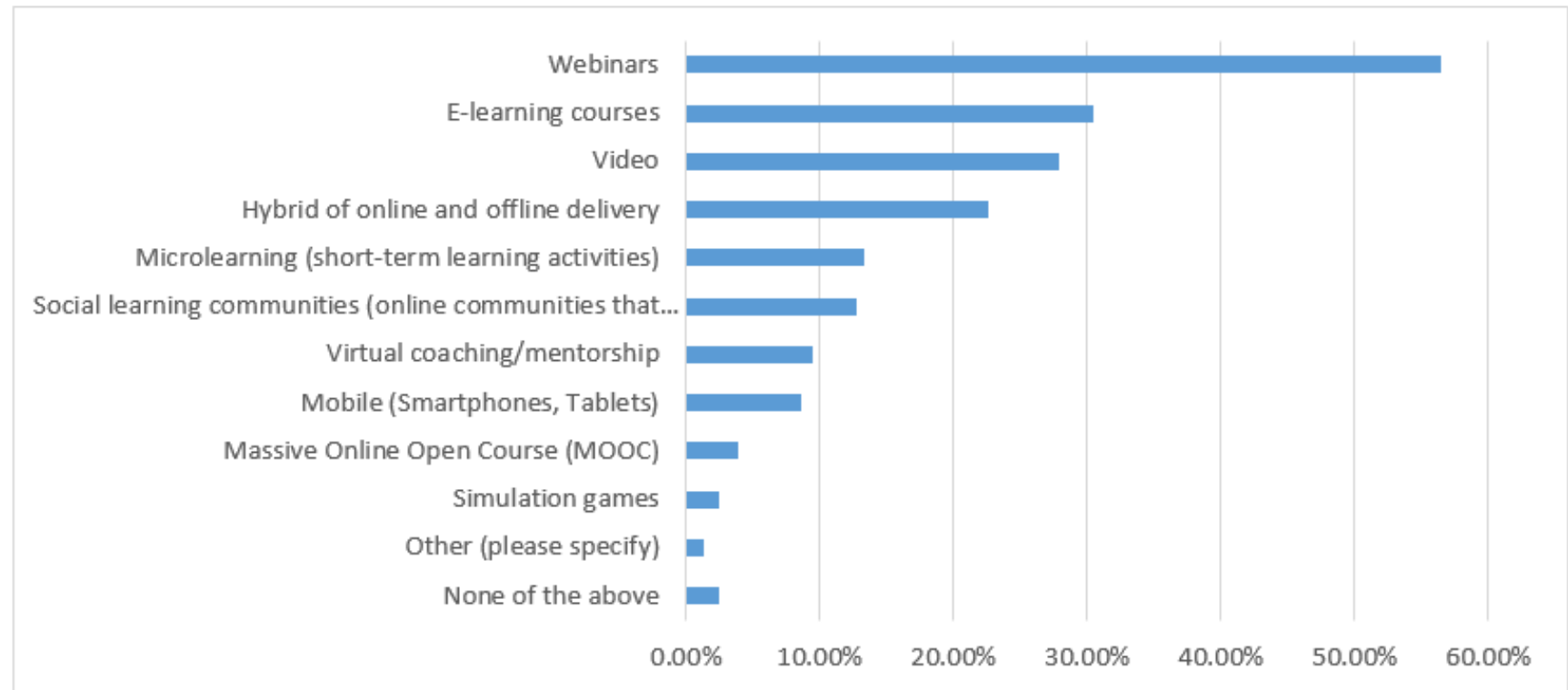# In the past 12 months, what types of technology-based learning has your organization provided?

eLearning courses
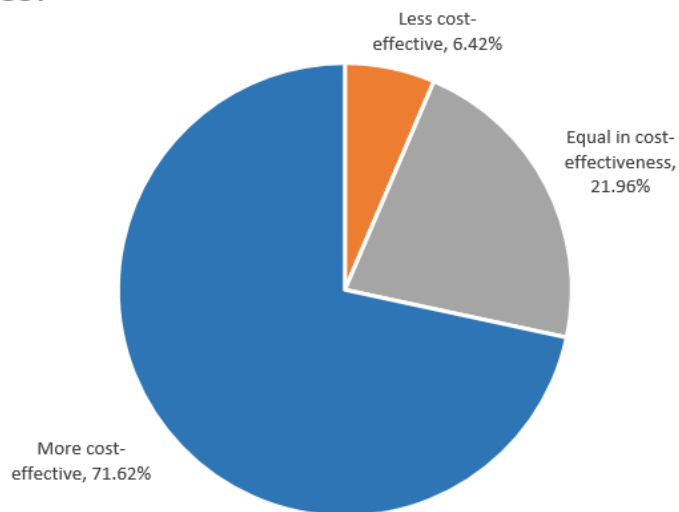Video
Webinars
Micro learning
Mobile
Hybrid of online and offline

In the past 12 months, what types of technology-based learning has your organization provided? Please check all that apply.
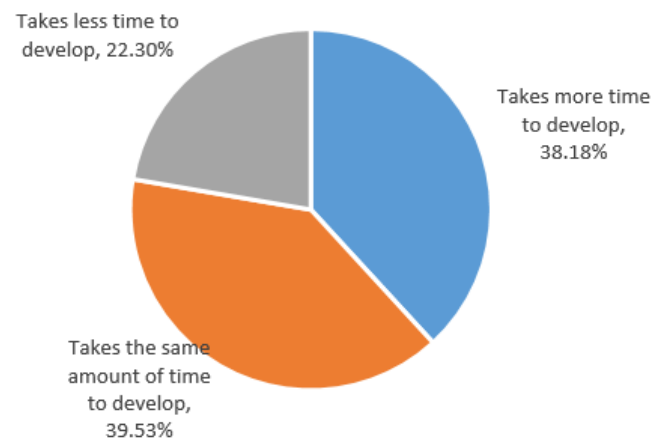
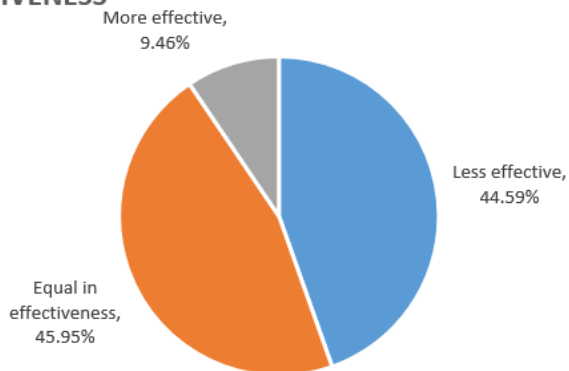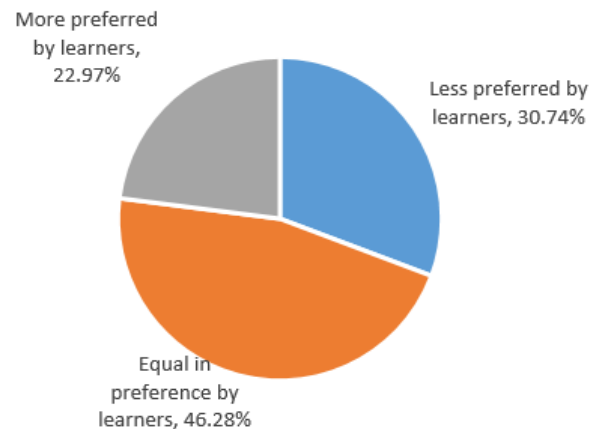Respondents were asked to rate Technology-Based Learning on four criteria.

COST

- Less cost-effective, 6.42%
- Equal in cost-effectiveness, 21.96%
- More cost-effective, 71.62%

TIME

- Takes less time to develop, 22.30%
- Takes more time to develop, 38.18%
- Takes the same amount of time to develop, 39.53%

EFFECTIVENESS

- More effective, 9.46%
- Less effective, 44.59%
- Equal in effectiveness, 45.95%

LEARNER PREFERENCE

- More preferred by learners, 22.97%
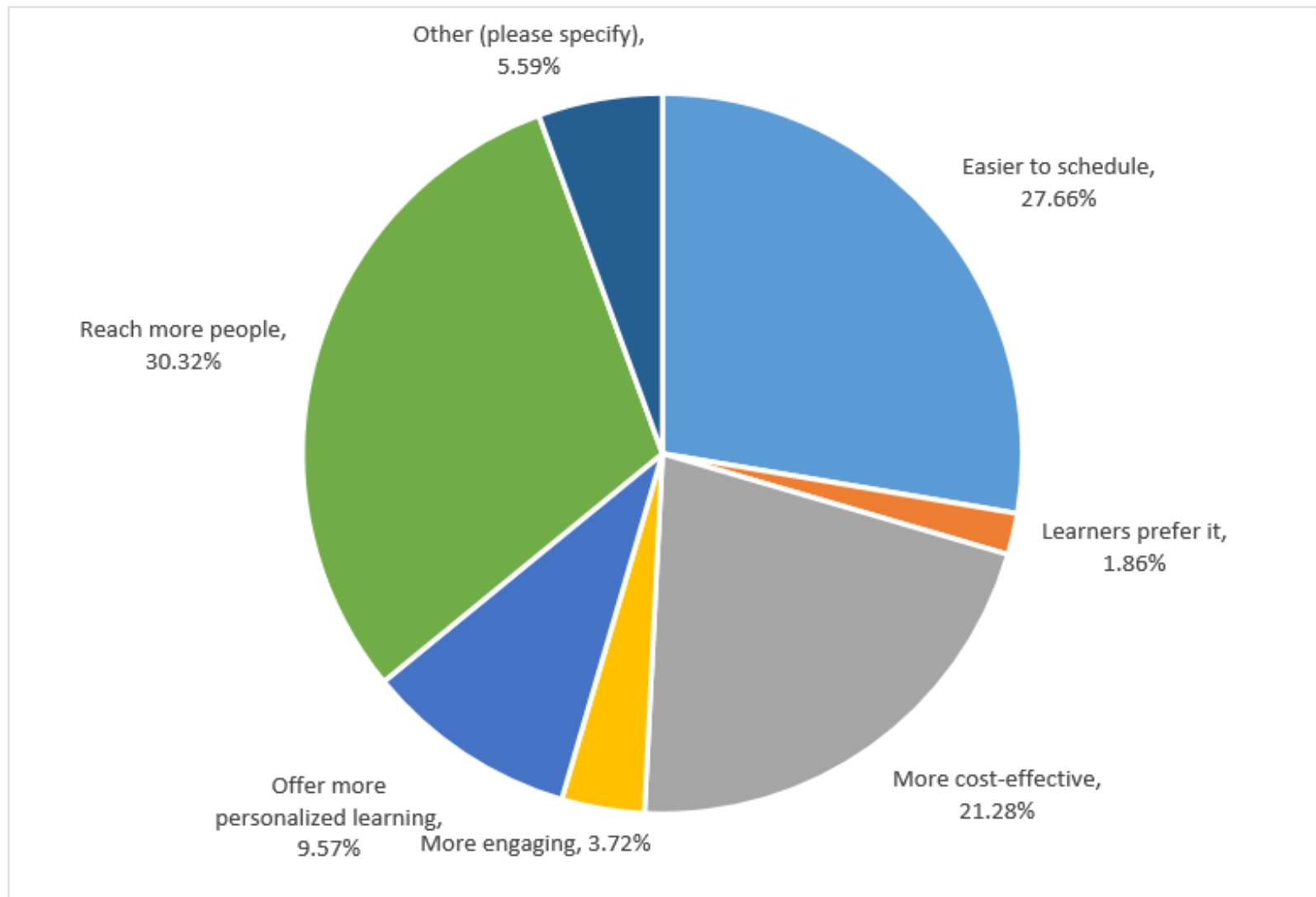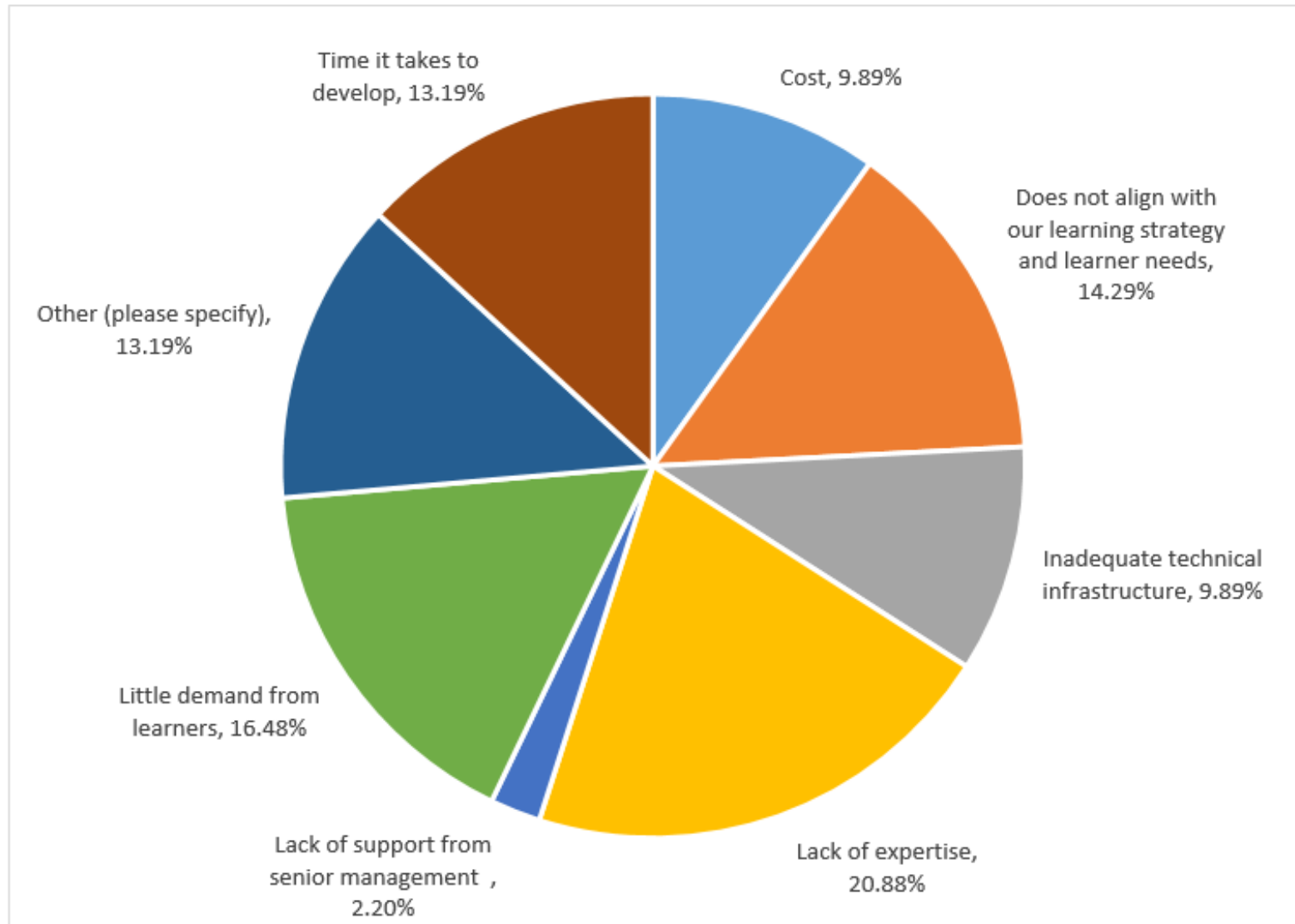- Less preferred by learners, 30.74%
- Equal in preference by learners, 46.28%

What is or could be the greatest benefit of technology based learning for your organization?

Learners prefer it
More cost effective
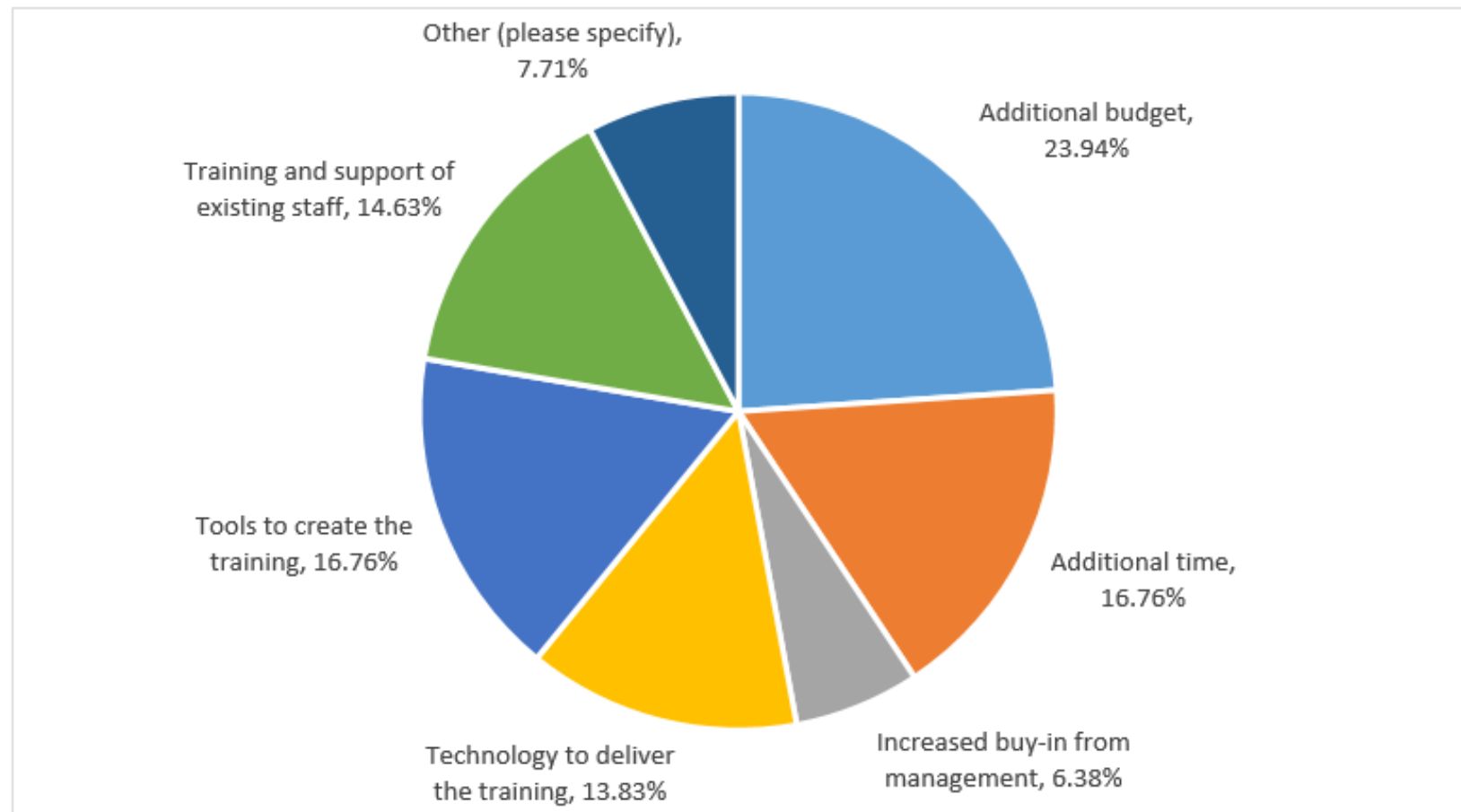Reach more people
Easier to schedule
More engaging

What is or could be the greatest benefit of technology-based learning for your nonprofit?

Pie chart:
- Easier to schedule, 27.66%
- Learners prefer it, 1.86%
- More cost-effective, 21.28%
- More engaging, 3.72%
- Offer more personalized learning, 9.57%
- Reach more people, 30.32%
- Other (please specify), 5.59%

If you do not use (or do not plan to use) technology-based learning, which of the following best reflects the primary reason for this decision?

Time it takes to develop, 13.19%

Cost, 9.89%

Does not align with our learning strategy and learner needs, 14.29%

Other (please specify), 13.19%

Inadequate technical infrastructure, 9.89%

Little demand from learners, 16.48%

Lack of support from senior management , 2.20%

Lack of expertise, 20.88%

Which of the following would best enable you to use (or more effectively use) technology-based learning?

Other (please specify), 7.71%

Additional budget, 23.94%

Training and support of existing staff, 14.63%

Tools to create the training, 16.76%

Additional time, 16.76%

Technology to deliver the training, 13.83%

Increased buy-in from management, 6.38%

"Other" is mostly "All of the above" with a few other options including awareness of options.

Next Generation Content

Microlearning

Personalization

Video

Mobile

MOOC's

Simulation

Gamification

Social Learning/Collaboration

Learning Pathways

CHOOSE THE RIGHT WAY
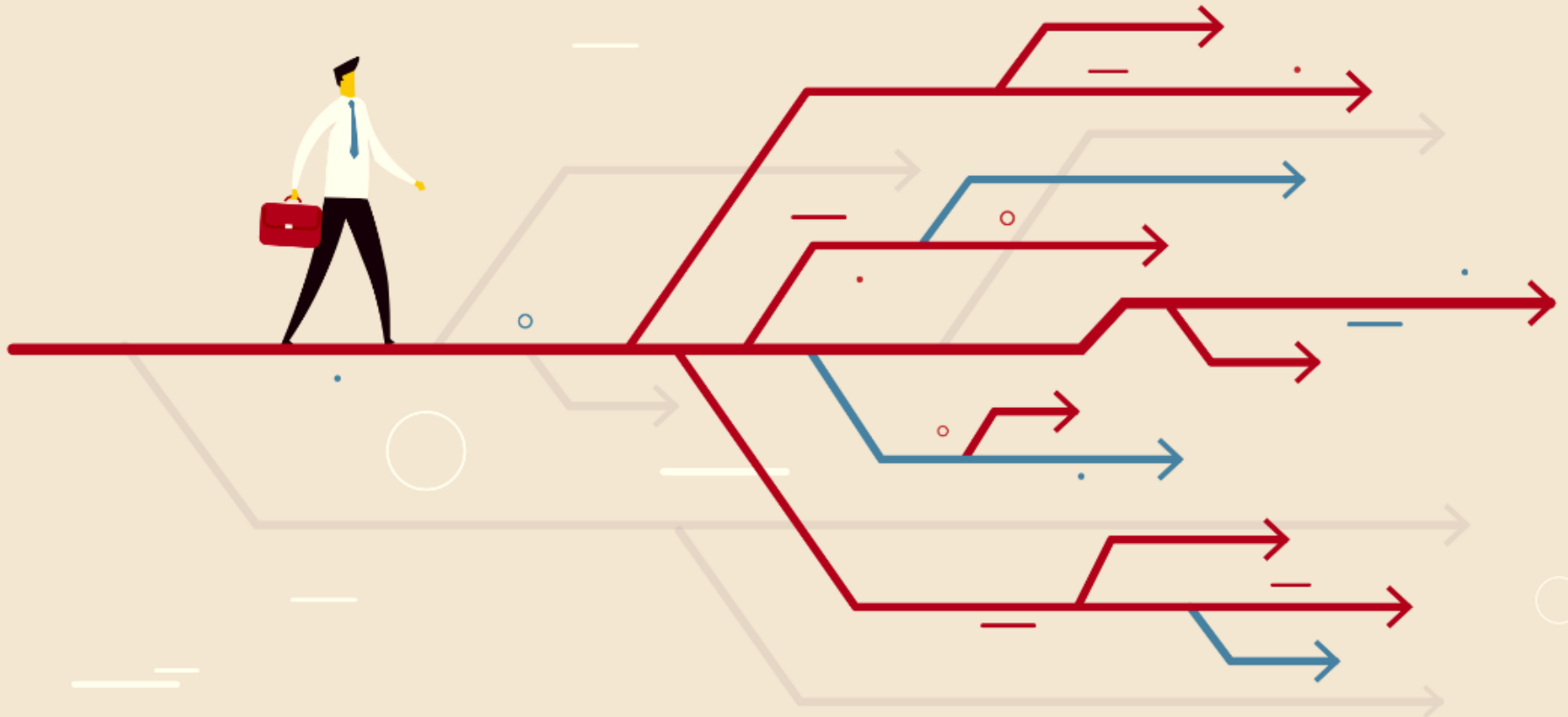
Blended Learning

Blended Learning Curriculum

GOAL

Create a certification program that enables Nonprofits/NGOs to create their own engaging blended learning training/programs to increase:

- Scale and reach
- User engagement
- Effectiveness

CERTIFICATIONS

Designer

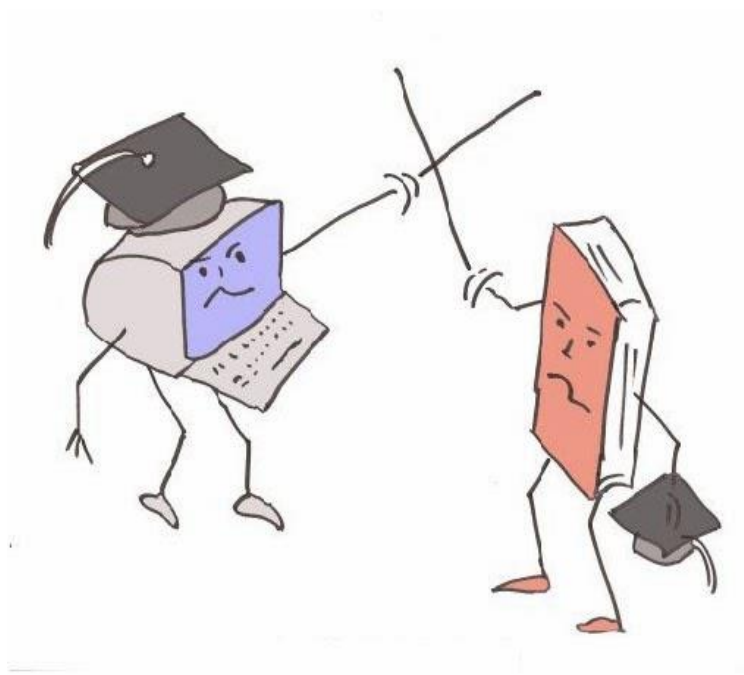**Master Designer**

Strategist

Kim Hagan

Director Learning Strategy and Engagement

Questions?

Learning is evolving

- Our approach to learning must change!
  - But WHY?
- Changes in demographics and expectations
- Methods of delivery and access are <u>very</u> different now!
- Impacts both the Council and the organizations it serves

What changes were required to adapt?

- Moving from traditional warm bodies in seats to hybrid/blended learning

- What technologies are required and how can those be maximize their use for learning going forward?
  - EXPAND our THINKING!

- Some tools already in place – webinars and the Philanthropy Exchange

- Critical component was the LMS

Why an LMS?

- How will the LMS support the work of COF and its members?
- What did our process look like?
  - Pitfalls
  - Early wins
- Why is the LMS important to COF members?
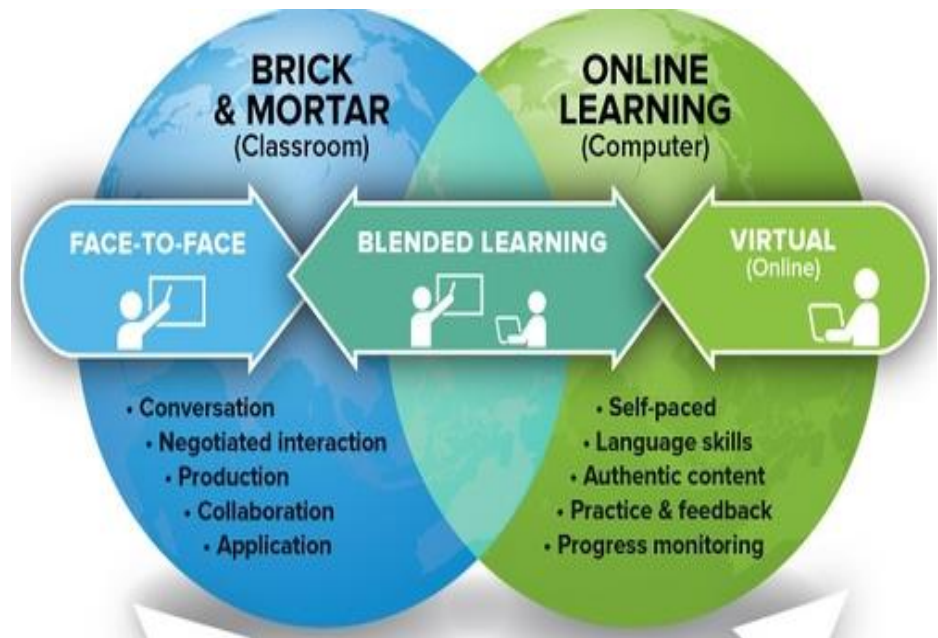
How do we plan to use the LMS?

- Converting existing professional development offerings (CCFE Affilitates, CareerPathways, etc.)

- Developing new online courses around foundation management and leadership

- Internal staff and volunteer training and development

COUNCIL *on* FOUNDATIONS
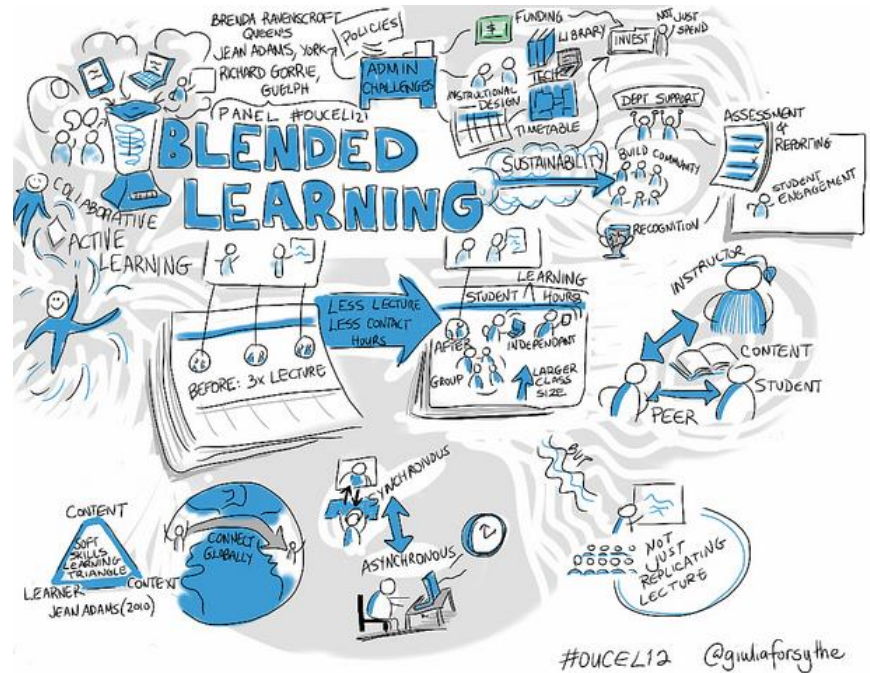
How can you use the tools?

- More informed stakeholders (ie, staff, volunteers, board members)
  - Broader Reach!
- Standards and policies
- Furthering the mission of the organization

COUNCIL *on* FOUNDATIONS
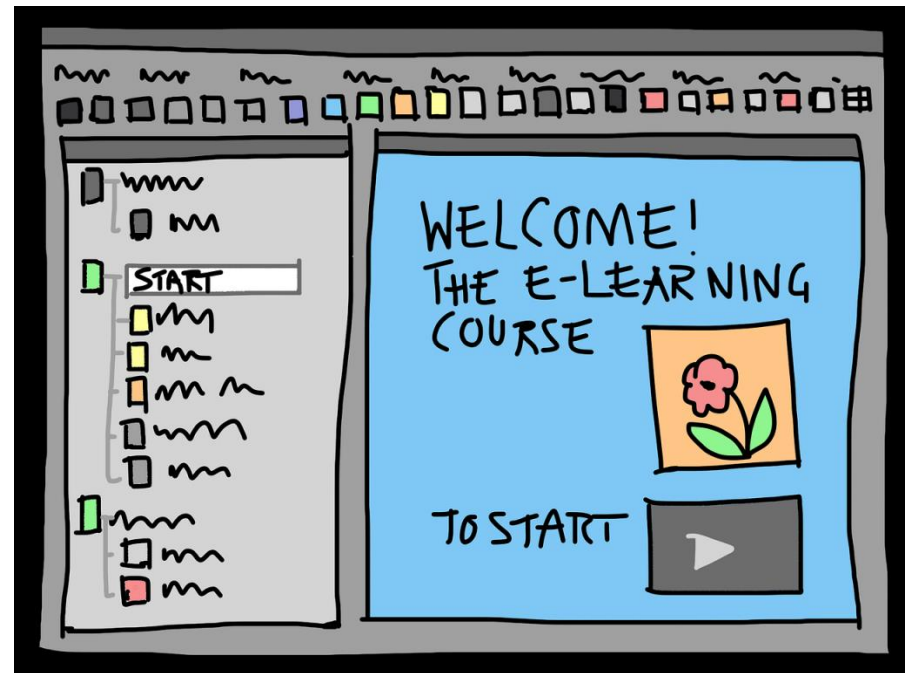
How can <u>we</u> support COF members?

- Exposure to techniques and tools
- Connecting with others
- Share lessons learned and experiences
- Bridge the gap!
  - Share solutions and best practices

COUNCIL *on* FOUNDATIONS

Questions?

Webinar Archive

Conversations covered a wide variety of topics, which can be viewed at our archive. *Most webinars are available at no additional cost for Council members!*

Archive of Previous Webinars:
www.cof.org/webinar-archive

Continue the Conversation

Connect with others in the field, seek and give candid advice in a network of your peers on a wide range of topics including – technology, finance/administration, legal and policy, communications, scholarships, veteran's philanthropy, and more...

.

Philanthropy Exchange
http://exchange.cof.org/home

COUNCIL *on* FOUNDATIONS

Thank You for Joining Us for the
Technology-Based Learning for Increased Organizational Effectiveness

Upcoming Webinars:

Washington Update LIVE!: Philanthropy's Voice in the Policy Process
July 12, 2016

Sharpen Your Grantmaking Application Process
July 27, 2016