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COURSE BROCHURE

# Learning Experience Redesign Training Course

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Registered in the United Kingdom and Saudi Arabia

# Learning Experience Redesign Training Course

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Learning Experience Redesign is a 1-week training course for learning and development managers and instructional designers who rebuild how staff learn at work, and who leave with a learning experience redesign blueprint for one priority journey. Classroom-heavy catalogues no longer match how people pick up skills between meetings, shifts and projects, so learning teams must reshape journeys around real work. Jupiter Prime Training delivers this course on learning experience redesign.

## Why Learning Experience Redesign Matters Now

Three forces push learning teams to redesign journeys. Hybrid and frontline working have scattered learners across sites and time zones, so a single classroom event reaches few people at the moment of need. Mobile platforms, short video and searchable knowledge bases have raised expectations of fast, relevant help. Business sponsors now ask what changed on the job, not how many attended. An organisation that redesigns well shortens time to competence and keeps scarce expertise in circulation; one that does not sees low completion, repeated questions and sponsors who stop funding learning.

## Who Gains Most from Learning Experience Redesign

- Learning leads who decide which journeys are rebuilt and in what sequence
- Instructional designers who turn subject expertise into activities, assets and practice
- Learning technology owners responsible for platforms, content libraries and learner data
- Talent and capability partners who connect learning journeys to role requirements
- Subject matter experts who coach peers and curate knowledge inside their function

A learning team that sends a designer, a platform owner and a business-facing partner together gains most, because a redesigned journey depends on content, technology and sponsor agreement at once.

## Learning Experience Redesign Capabilities

Participants move from building courses to shaping the moments in which people actually learn.

- Map a current learner journey against moments of need and friction points — journey prioritisation
- Design a blended sequence mixing live, digital, social and on-the-job elements — sponsor sign-off
- Build microlearning assets and performance supports for use during tasks — frontline managers
- Specify peer learning and expert curation routines — communities of practice
- Apply learner analytics to judge engagement, transfer and business impact — learning investment choices
- Test a new format through a small trial with clear success measures — scale-up decisions

## Key Learning Experience Redesign Terms

- Learner journey map — a visual of the stages, touchpoints and emotions a learner passes through while building a capability.
- Moments of need — the points at which people learn: new, more, apply, solve and change.
- Microlearning — short, focused learning units of a few minutes, each addressing one task or concept.
- Performance support — job aids, checklists or searchable guidance used at the point of work rather than before it.
- Learning in the flow of work — learning embedded in daily tasks and tools instead of separate events.
- Learning experience platform — software that recommends, curates and tracks content from many sources around each learner.

## Learning Experience Redesign Day by Day

## Day 1: Learners, Work and the Case for Redesign

- Shifts in Workplace Learning Habits — Where Classroom Events Still Fit
- Learner Personas From Interviews and Observation — Audience Segmentation
- Learner Journey Mapping With Friction Points — Redesign Priorities
- Moments of Need Analysis — Choosing Formats per Learning Moment
- Current Catalogue Audit — Retire, Refresh or Rebuild Choices

## Day 2: Blended and Social Journey Design

- Blended Sequence Architecture — Balancing Live, Digital and On-the-Job Time
- Cohort and Peer Learning Structures — Accountability Between Sessions
- Communities of Practice and Expert Curation — Knowledge Circulation
- Coaching Conversations Built Into Journeys — Manager Involvement
- Healthcare and Retail Onboarding Journeys — Frontline Scheduling Constraints

## Day 3: Learning in the Flow of Work

- Microlearning Asset Design and Storyboarding — Length and Focus Choices
- Job Aids, Checklists and Searchable Guidance — Point-of-Work Support
- Scenario-Based Practice and Branching Cases — Judgement Under Pressure
- Mobile and Accessibility Design Rules — Reach Across Sites and Shifts
- Learning Experience Platform Curation — Recommendation and Playlist Choices

## Day 4: Learning Data and Format Trials

- Learner Analytics and Engagement Signals — Interpreting Usage Patterns
- Transfer Measures and Manager Observations — On-the-Job Change Evidence
- Business Impact Linkage — Sponsor Reporting and Investment Cases
- Small-Scale Format Trials With Control Groups — Scale or Stop Decisions
- Learner Feedback Loops and Iteration Cycles — Continuous Journey Refinement

## Day 5: Practising the Learning Experience Redesign Blueprint

- Priority Journey Selection — Applying the Day 1 Journey Map
- Blended and Social Sequence Draft — Drawing on Day 2 Structures
- Point-of-Work Asset Set — Reusing Day 3 Microlearning Designs
- Measurement and Trial Design — Building on Day 4 Analytics
- Learning Experience Redesign Blueprint — Sponsor Presentation and Rollout Sequence

## Applying Learning Experience Redesign After the Course

- Interview five recent learners in one role and map their journey, marking the three worst friction points.
- Convert one long classroom module into a set of microlearning units and a job aid, then trial it with a small group.

## Learning Experience Redesign Questions FAQ

### What is learning experience redesign, and why does it matter now?

Learning experience redesign is the rebuilding of learning journeys around how people learn at work. It matters now because hybrid working, mobile tools and sponsor demands for job impact have made event-based catalogues less effective.

### Which roles gain most from learning experience redesign?

Learning leads, instructional designers, learning technology owners, capability partners and expert coaches gain most. Each shapes part of a journey, from the content and platform to the manager and peer support around it.

## How does learning experience redesign differ from a training needs analysis course?

Learning experience redesign starts after needs are known and focuses on how learning happens. A needs analysis course identifies gaps; this course designs blended, social and point-of-work journeys that close them and measures the change.

## What do you bring back from learning experience redesign?

You bring back a redesign of one priority journey. It sets out the learner map, the blended sequence, the point-of-work assets and the trial and measures needed to prove the change to sponsors.

## Learning Experience Redesign: The Way Forward

The learning experience redesign blueprint informs the first decision a learning team faces: which journey to rebuild before the next hiring or product cycle. Designers, platform owners and business sponsors use it to agree formats and measures. After the first trial, the engagement and transfer evidence deserves a fresh look, because real learner behaviour often reshapes the later phases.