

DIGITAL LEARNING SOLUTIONS



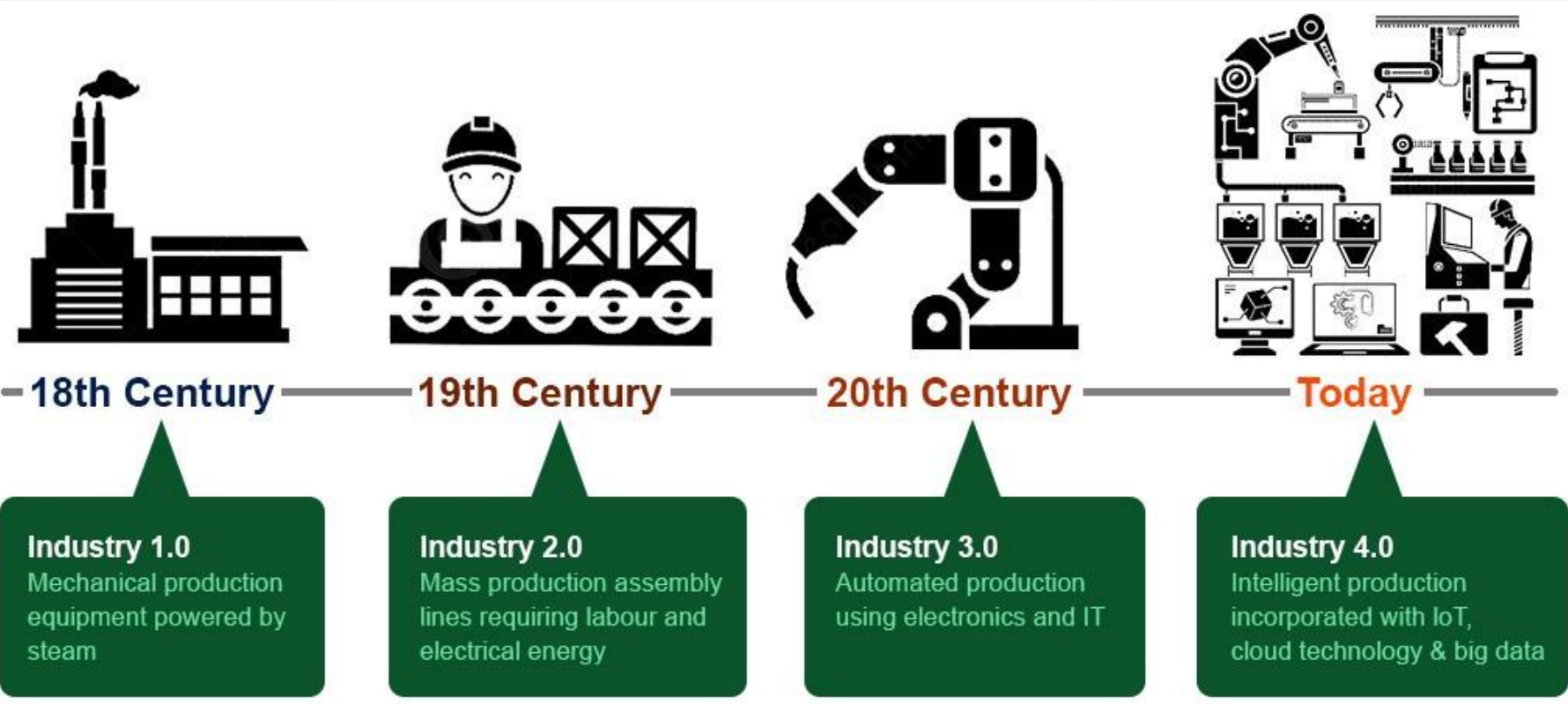
ABOUT US

Izinga Integrated Solutions is an Engineering, Maintenance & Asset Performance Management Consulting, Services, and Solutions Provider, providing bespoke solutions integrating our extensive industry knowledge and real-world exposure across the Engineering, Maintenance & Asset Performance Management spectrum.

From strategy development and planning to innovative systems, services and solutions, our focus is **always** on building an efficient and results-driven relationship with our client base. Our business is founded on 20 years of industry experience within the Automotive, Healthcare, IT and Telecoms, Mining and Minerals, Buildings & Facilities, Construction, General Manufacturing, Food & Beverage and Heavy Transport industries. We offer a partnered approach to a full spectrum of Engineering, Maintenance & Asset Performance Management systems, services and solutions designed around our clients' needs.

Meco Productions are passionate and experienced film makers and graphic artists.

With decades of cumulative experience and a burning passion for storytelling, we decided to embark on a more focused brand. We aim to produce content that has clear narratives and strong connections to your company's values. Working with corporates and small business owners alike, we understand that quality and budget considerations go a long way. Give us the opportunity to bring those two together. Whether its events or campaigns, big shoots or short interviews, we have the production team that will take your message to the correct target audience.

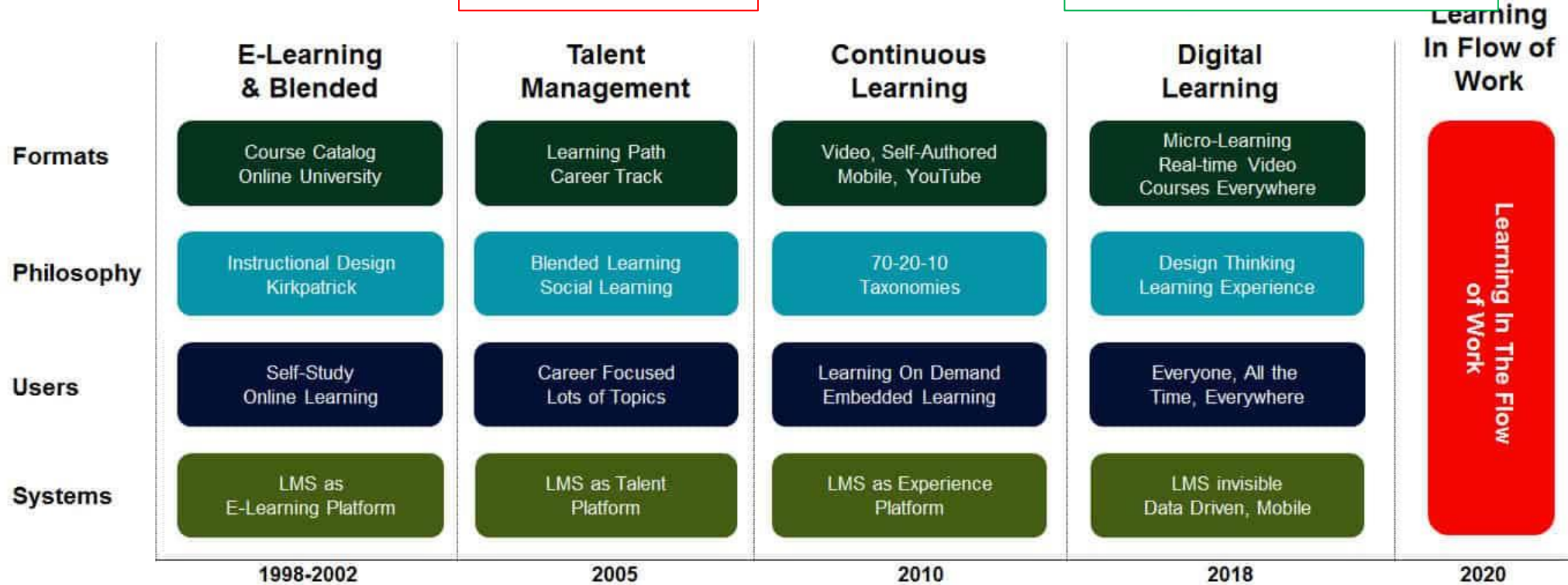


THE INDUSTRIAL REVOLUTION

How Corporate Training Has Evolved

Most companies are still here

Where companies should aim to be



The ecosystem within companies is constantly evolving, and everybody wants to gain the competitive edge in the market, however, something crucial to keep in mind is that the technical skills required to support the changing ecosystem needs to constantly evolve as well and this requires huge effort and support from all involved.

The way in which we learn and absorb information today is far different from years gone by and the strategy and approach are crucial.



**DIGITAL LEARNING
DOES NOT MEAN
LEARNING ON
YOUR PHONE, IT
MEANS “BRINGING
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WHERE
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FORMS.”**

It is a “way of learning” not a “type of learning.”

For more than 30 years people have been trying to apply technology to corporate and operational learning. From the original age-old video disk to CD-ROMs to variations of e-learning through to YouTube, we have been through a rapid shift in “technology enabled training and education”, which has resulted through the digital era as “digital learning”.

The concept of “digital learning” does not simply mean producing videos and other types of smart content that’s easy to view on your phone, it means “bringing learning to wherever employees are, in the most innovative, exciting and engaging forms.” In other words, this new era is not only a shift in tools, it’s a shift toward employee-centric models. Just as we use apps like uber to locate a cab ride or like Mr. D to order food, we need learning and information support to be as easy and intuitive to use.

Considering the evolution from the age old “instructional model” to the “experience model” and using “visual experience-based” thinking are key to achieving success. What's important and evident over time is that we must look at our employees’ journeys at work, so we can produce learning that is simple, engaging and easy in the flow of work.

Consider how quickly corporate and operational learning has evolved. In only one generation we have gone from traditional academic institutes to e-learning, blended learning, talent-driven learning, and then continuous learning. Tools like google, YouTube, and others have totally changed the learning landscape, so our priority and core mission now is simply to “deliver learning to wherever people are, in the most innovative, exciting and engaging forms.”

THE BIRTH OF MICRO LEARNING

What is microlearning?

Microlearning is a learning approach ideally suited for skills training. It involves stripping down a skill or idea to its most essential parts - and only teaching those. Consequently, microlearning courses are highly focused and made up of bite-sized exercises.

Micro-Learning	Macro-Learning
<i>I need help now.</i>	<i>I want to learn something new.</i>
<ul style="list-style-type: none">• 2 minutes or less• Topic or problem based• Search by asking a question• Video or text• Indexed and searchable• Content rated for quality and utility	<ul style="list-style-type: none">• Several hours or days• Definitions, concepts, principles, and practice• Exercises graded by others• People to talk with, learn from• Coaching and support needed
<i>Is the content useful and accurate?</i>	<i>Is the author authoritative and educational?</i>
<i>Videos, articles, code samples, tools</i>	<i>Courses, classes, MOOCs, programs</i>

As companies become more sensitive to the challenges resulting from the age-old conventional learning models, the gaps that exist help realize the micro and macro-learning concept or models.

A few years ago the reality was that the average person only had an attention span of not more than 30 minutes, today that has been reduced to just a few minutes and is entirely based on the way and form that information is presented to them. A recent study has shown that today an average employee only has 24 minutes a week to learn, which creates clear opportunities for implementation of micro-learning where necessary with macro-learning to support more detailed requirements in our ecosystems. With both models, material and tools use strategic paths or approaches to arrange content and can further use key indicators like risk or scenario-based issues, competency and role/function categories, plant, process or equipment-based challenges or requirements to drive the direction and flow of learning and engagement. This new paradigm shift in terms of learning opportunities, integrating on-demand learning with more constructive and engaging deliveries means that the opportunities to successfully train and develop our people becomes a meaningful reality.

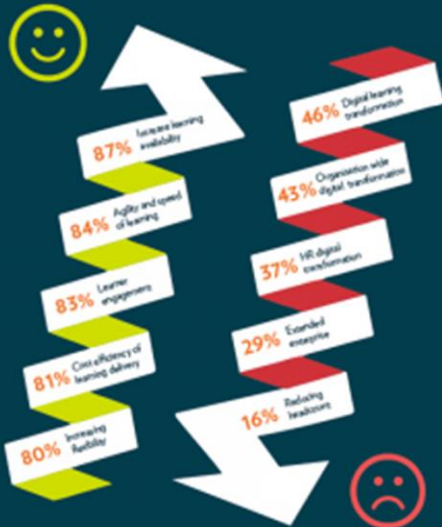
WHY CONSIDER A DIGITAL LEARNING SOLUTION?

LET THE NUMBERS SPEAK FOR THEMSELVES...

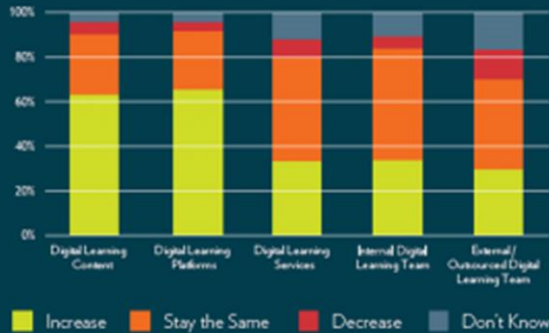
Measures of success for digital learning

- 69% Increased employee capability
- 55% Learner engagement
- 46% Learner satisfaction
- 43% Employee engagement and advocacy
- 37% Regulatory compliance

Drivers for digital learning



Changing investment in the year ahead



What learning technologies are you using?

Content

1. Off the Shelf Content
2. Bespoke Content
3. Video Content
4. Content Hosting
5. Blended Learning

Platforms

1. LMS
2. Authoring Systems
3. Portals
4. Analytics

Content

1. Mobile Learning
2. User Generated Content
3. Gamification
4. Simulations
5. Performance Support

Platforms

1. Mobile Learning
2. Virtual Classrooms
3. Social Learning

Content

1. MOOCs
2. Serious Games
3. Virtual Reality
4. Augmented Reality

Platforms

1. MOOCs

Main Stream > 65%

Emerging 35 - 65%

Exploring < 35%

Where does your digital learning have the most impact?

- 86% Compliance
- 83% Onboarding & induction
- 79% Business skills
- 75% Process training
- 74% Legal & regulatory
- 73% Systems training
- 71% Product training
- 70% Technical training
- 70% Leadership
- 68% Health & safety

Top 4 areas for increasing demand

- Content**
- Video (77%)
 - Mobile (76%)
 - Blended Learning (73%)
 - User Generated Content (68%)
- Platforms**
- Mobile (74%)
 - Learner Engagement (74%)
 - Social/collaborative learning (71%)
 - Analytics and dashboards (66%)

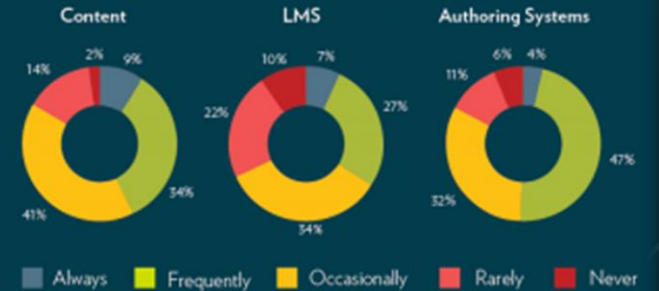


Quality of digital learning from suppliers?

- Content**
- Bespoke e-learning
 - Video
 - Content hosting
 - Off-the-shelf content
- Content**
- Virtual & Augmented Reality
 - Serious Games
 - Business Simulations
 - Gamification
- Platforms**
- Content Authoring
 - Virtual Classrooms
 - Portals
- Platforms**
- Analytics
 - LMS
 - MOOCs



How often do learning technologies providers have a positive impact?



*Data as of 23.01.17. Over 1060 respondents.



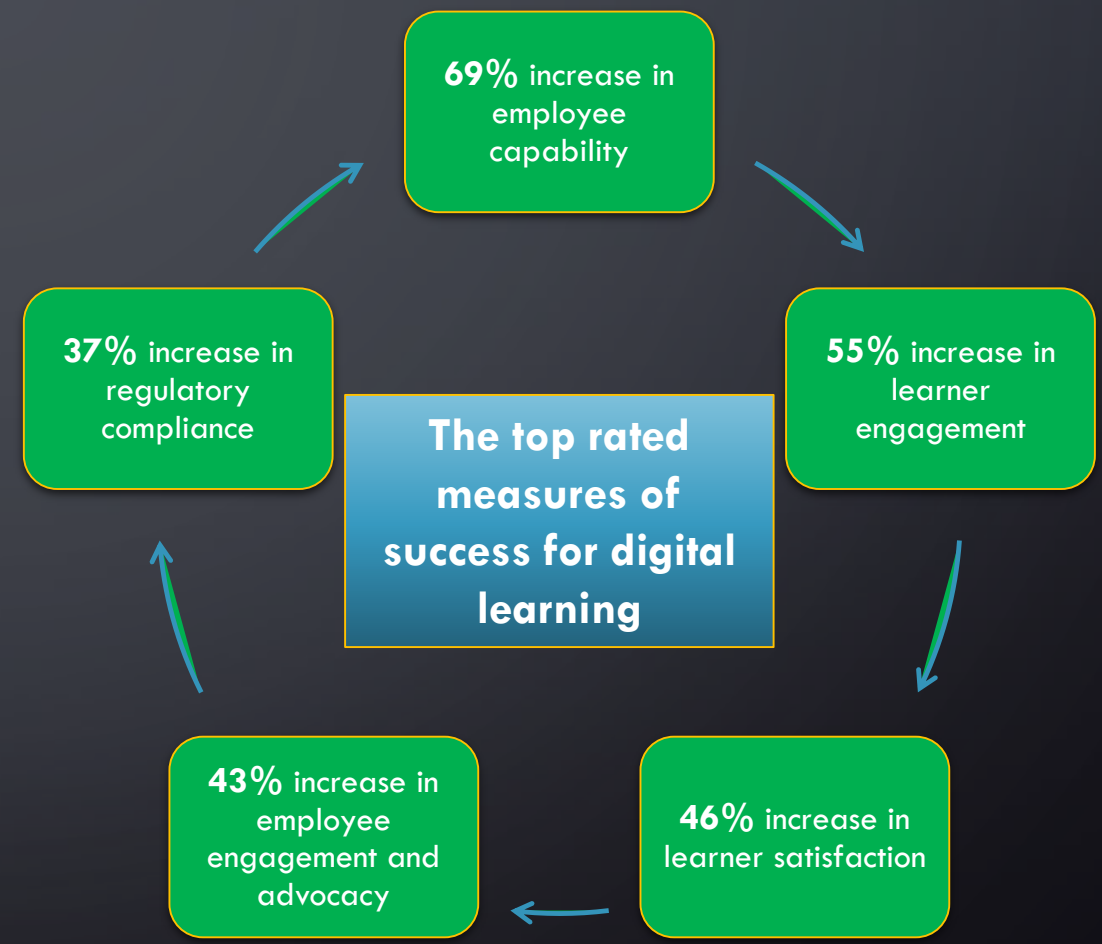
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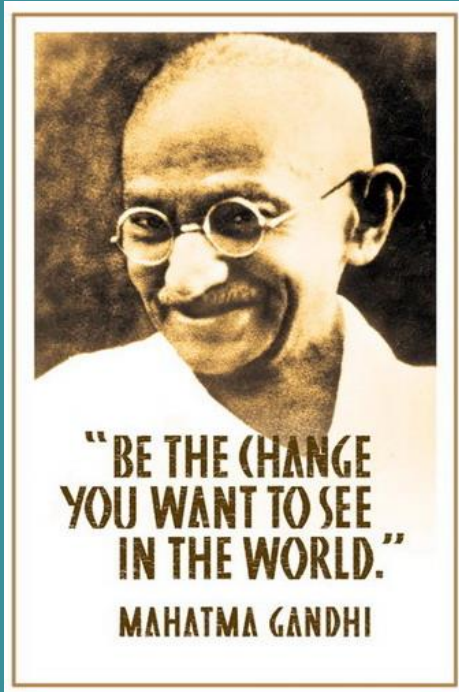

Critical Drivers of Digital Learning for Organisations

- 46% Employee value proposition, brand or culture
- 44% Demand from learners
- 37% Increase learning impact and ROI
- 36% Better measurement and reporting of learning
- 35% Cost efficiency of learning delivery
- 27% Reducing costs
- 25% Increase learning availability



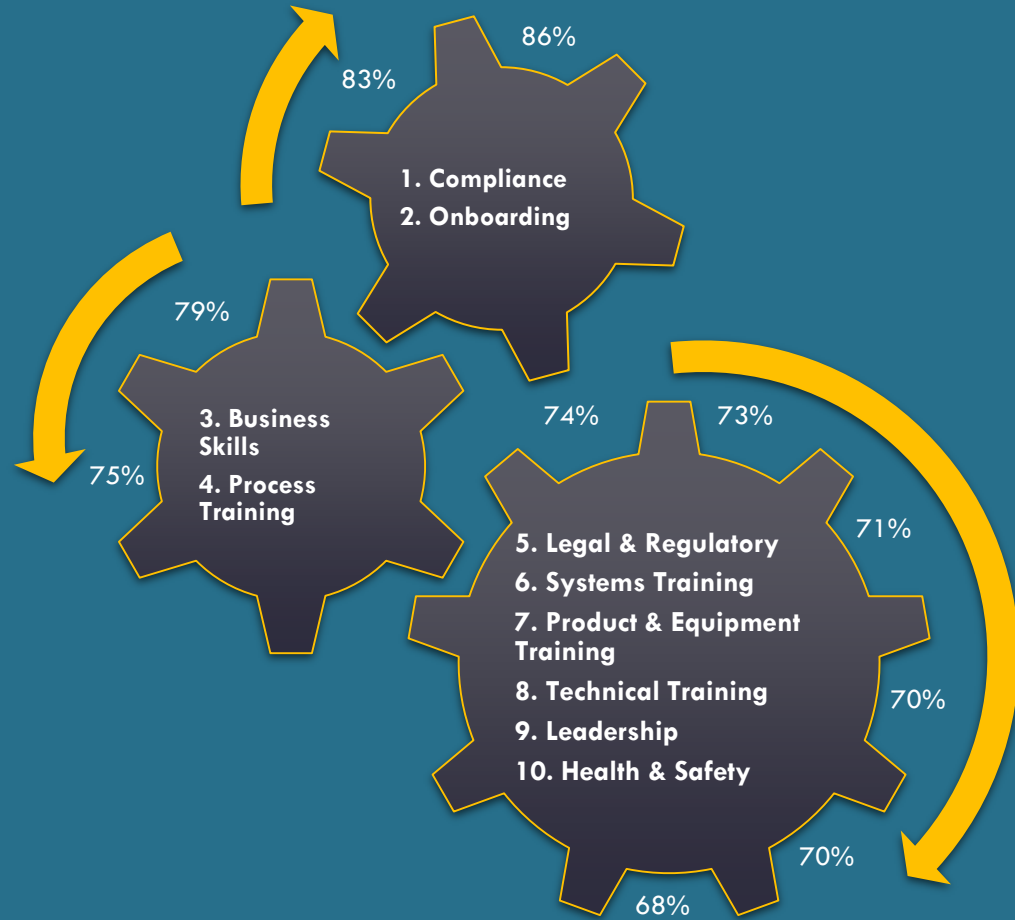
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If you want your employees to be more engaged, more efficient, and just all round better at their jobs, then you need to change your approach towards learning and give them the tools to learn and grow to become awesome.

There are no limits to where digital learning can make an impact









Top 10 areas where digital learning has the most impact



VALUE OF DIGITAL LEARNING – MICRO-LEARNING



Expedites innovation	Encourages anywhere/anytime learning	Provides high engagement	Avoids information overload	Boosts information absorption	Works with your budget
<p>Micro-learning modules foster innovation</p> 	<p>employees are not bound to a classroom setting</p> 	<p>Engaging and innovative solutions utilizing videos, 3D models, simulations...</p> 	<p>A heavy course can lead to cognitive overload</p> 	<p>Learning that is done spaced out over a longer period, leads to stronger retention</p> 	<p>Lower employee learning costs, reduced training time, more focus on course topics ultimately yields increased productivity, availability and efficiency</p> 

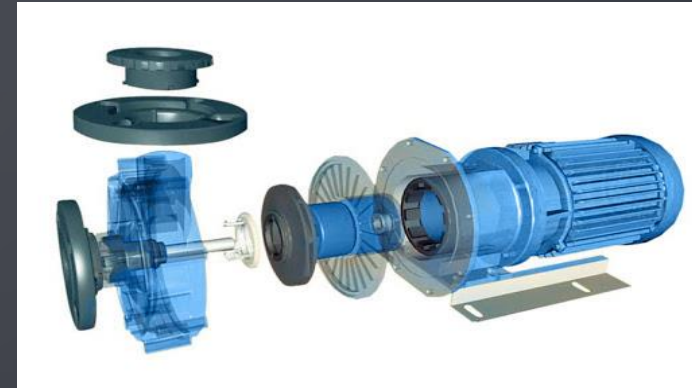


TECHNICAL SOLUTIONS...

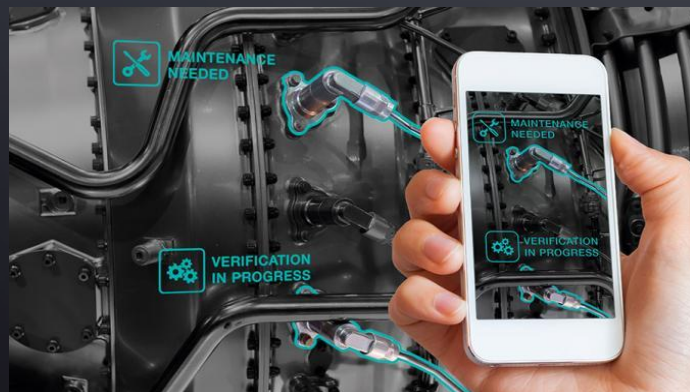
Product & Process simulations



Assemblies & Exploded simulations



AR & VR Solutions



More Technical offerings:

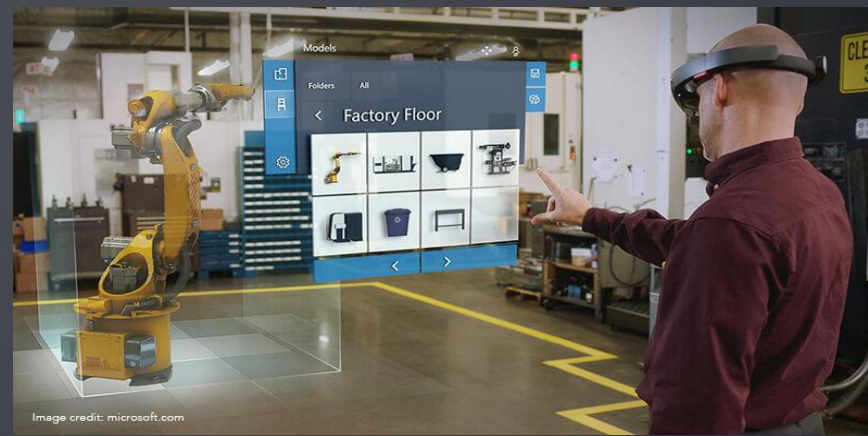
- Induction and plant orientations
- Do's and Don'ts – plant, process & equipment/assets
- Health and safety simulations
- Hazard, risk and compliance simulations
- MI's, WI's, SOP's, Smart Bulletins (AR)
- Instructional, procedural and refresher modules
- Interactive check sheets and assessment material
- Technical Bulletins and notices
- How to and troubleshooting tutorials
- ...
- ...
- If you can think or dream it, we can possibly innovate and bring it to life

MORE OFFERINGS AND SOLUTIONS



- HSEC – Health, Safety, Environment & Community
 - Health and safety simulations
 - Hazard, risk and compliance simulations
- Finance
 - Procedures
 - On boarding and orientations
 - How to and quick references
 - Process and work flows
- Human Resources
 - LMS - Web and Cloud based solutions
 - HR Analytics, KPI's and Dashboards
 - Procedures, Process and work flows
 - On boarding and orientations
 - How to and quick references
 - Smart interfaces in work flows
 - Interactive check sheets and assessment material
 - Smart Bulletins and notices
 - Smart policy and Governance
 - Innovative IR & ER solutions
- Legal and Compliance
 - Guidelines
 - Do's and Don'ts
 - ER & IR notices, bulletins, employee business skill information
 - Awareness and overviews of rules, policies, governance

On-Boarding and orientation using VR





Strategy Execution Success



When strategy, capability, and culture come together the results can be a proactive operation that provides a strategic advantage in the marketplace and adds real financial value to the organization”



CONTACT US

Have a challenge you're trying to deal with? Contact us today and see what we can do for you.



YOUR PARTNER IN ENGINEERING, MAINTENANCE & ASSET PERFORMANCE MANAGEMENT
CONSULTING, SERVICES & SOLUTIONS

Digital@izingaintolutions.co.za
Wayne Moodley -- +27 81 418 8165
Craig Horne -- +27 83 259 7549

