THRIVE. A LEARNING EXPERIENCE PLATFORM

Why make a LXP?

We believe that learning changes lives (both in and out of work). But the reality is, sometimes enabling and facilitating that learning is extremely difficult.

With more and more learners expecting consumer-grade experiences from their training environments, it's high time for L&D to modernise and evolve their approaches.

Our Learning Experience Platform, Thrive, was designed off the back of extensive market research which revealed:

- 52% of learners do not find the training they receive to be engaging
- 64% of learners have less than 10 minutes to commit to learning per day
- ¼ of employees cited ‘available when I need it’ as the thing they’d change about how training is delivered

Our learners are disconnected from learning and disconnected from the business as result. Something needed to change. Enter Thrive’s Learning Experience Platform.
THE PROBLEMS

L&D FACE

The world has changed extensively - and with that so have learner expectations. The barriers to success are high in L&D, so that’s why we’ve created technology solutions which enable real opportunities for learning and provides L&D with a real chance of change and evolution.

Change is coming... are you with us?

1. THERE IS NOTHING HERE FOR ME

Ever walked into a bar and know immediately that you won’t be staying? Every day your learners have the same experience on your LMS. The only difference is, you’re forcing them to stay for a few metaphorical glasses of tasty compliance.

This is not going to make them like the bar more (or your learning for that matter.)

55% of people spend less than 15 seconds on a website and one of the most common reasons for leaving is that they can’t find what their looking for. Can your learners find what they need?

This problem is deep rooted, and with our research suggesting that the thing learners want most is learning which is available when they need it, we need to rid ourselves of this problem:

- Content overload (so much stuff that we’re drowing in it)
- Content deficiency (a lack of good, relevant content)
So Much Content
So Little Time...

The readily available world of information has completely shifted the way learners want and expect to consume information, both in and out of work. We’ve identified two core problems within learning environments when it comes to learning content.

Thrive helps to solve both of them in different ways.

Content Overload

There’s a lot of stuff out there. As consumers, we are drowning in content. More than 400 hours of video are uploaded to YouTube every minute and Instagrammers post more than 80 million photos per day! It’s simply too much content to make sense of and it’s exhausting.

More recently, we’re seeing the same trends appear in our work lives, which is even more terrifying as we also have to deal with our emails, meetings and the actual work. One of the biggest complaints we hear from clients is:

‘There’s too many tools, I have no idea what I need to use for my challenges.’

And more often than not, at least one of these tools is their learning system. When you apply the concept of content overload to learning, it’s exceedingly counter-productive and can be seriously damaging to a person’s motivation and ability to learn.

It’s frustrating. As a learner I want to progress in my career. I want to know what I should be doing to achieve this. But I have no idea where to start, what to look at, or who to talk to.
We as consumers expect information and content at our fingertips, especially in our personal lives. This is quickly becoming the same at work. This puts an inordinate amount of pressure on L&D teams who are sometimes expected to provide all the answers, and all of the content. You’re thinking that’s impossible, right? We agree, but this results in users switching off from learning as there is genuinely not enough relevant content for them.

Content creation can be a hugely time consuming process, but it doesn’t need to be. Plus, in a world where there is already so much good content available on the Internet, it often seems entirely illogical to create from scratch. With L&D teams starting to evolve into content houses, how can we take the pressure off and get back to what really matters?
90% of what we learn is on the job, from sharing expertise and knowledge with one another. Usually gained at time-critical points, at the point of need.

In fact, according to our research in tandem with OnePoll, over 1/4 of employees cited ‘available when I need it’ as the key thing they would change about the training they presently receive.

They want it when they need it - which usually means they ask someone at work. But over 60% of employees eat their lunch at their desk everyday, alone, and a huge 34% of them feel they don’t have enough interaction with colleagues.

Learners are desperate for access to training at the point of need and for learning to be available when they need it. This completely aligns with learner expectations - outside of the workplace, they have knowledge at their fingertips; all they have to do is search Google for the answer.

But Google doesn’t house information around your internal policies and procedures, or show them how to change a keg using your specific equipment. That information is housed in your LMS (or, more likely, a variety of other places including your employees’ heads). It’s not easily searchable. And it’s certainly not easily accessible when learners need it.

- 41% of employees commit zero time to training every day
- 52% of employees feel the training they receive is not engaging
- 54% of learners would 'ask someone' to solve a problem at work
MODERN LEARNING MANAGEMENT WITH THRIVE

Harness the learning that’s already happening in your business for maximum learner engagement.

Your organisation and employees learn and adapt every day, why ignore it? Our social learning platform flawlessly supports and facilitates the sharing of relevant, personalised learning content from across your business in a clean, easy to use interface.

Using machine learning, gamification and collaboration tools, our Learning Experience Platform (LXP) helps you to create a modern learning ecosystem; encouraging teams to share everyday learning which occurs in your business.

Data, personalisation and engagement tools get them to come back for more every day. Thrive makes learning a habit, not an afterthought.

Automation. Personalisation. Social Learning. Drive better learner experiences with our next-gen LMS.
THRIVE’S FEATURES

LEARNING ECOSYSTEM
Support better employee connections: follow experts, mentor newbies and unearth knowledge diamonds through content sharing, interactions and competitions.

PERSONALISED LEARNING
Intelligent machine learning provides unique interactions via behavioural data; serving relevant user-generated content, elearning, web resources and more.

LEARNING WITHOUT WALLS
Reduce data silos by providing an all-encompassing environment to learn, communicate and support one another throughout the business.

ACTIONABLE DATA
Supercharged reporting provides actionable insights to better connect with learners. And, with machine learning it gets smarter the more it’s used.

MAKE LEARNING A HABIT
Visceral learning makes training addictive; gamification, rewards and recognition to make learning a fundamental part of daily working life.

MORE TIME FOR YOU
Work smarter, not harder. Enjoy frictionless content creation and curation and easily use automation to save time; making life so much more simple.
An emphasis on exceptional learner experience
A MODERN, CONNECTED LEARNING ECO-SYSTEM

Through user-generated content and personalisation

People learn from people best: we don't want to ignore that, we want to help you promote it. With an emphasis on exceptional learner experience, Thrive is built with your learners in mind. It's social UI immediately supports a familiar hive of activity and content creation, allowing better employee knowledge sharing and seamless peer-to-peer learning.

Powerful machine learning promotes connectivity, providing each learner with a prescriptive, personalised experience based on both structured and behavioural data. It's also integrated with content aggregation tools to ease the load of web content curation, ensuring the learning ecosystem is kept alive with content from learners, admins and 3rd parties alike.

Learner engagement has never been so straightforward.
MAKING TECH WORK HARDER FOR YOU

Saving you time, not taking it away

You’re busy and we know it. We’ve taken all the pain out of training creation and delivery – putting the power of learning in your employees’ hands too. Thrive provides learners with an easy to use interface, allowing them to easily pick up the system, understand and use it with no training needed.

And we’ve made life easy for you by providing smart automation functionality including automatic tagging, video transcription and data insights and reports. Thrive tracks every single action of every user, providing personalised experiences for them and insights into what content they like most, what format works best and even what devices or times of day drive engagement.

All helping you get even better at being the best.
There’s so much more to Thrive than we can put here - and we’d love to tell you more about it. If you’d like a demo, or would just like to find out more about the future of learning management, we’d love to share with you. You can use the contact information below, or mail us at sales@thrivelearning.com.

**CHANGE IS COMING, ARE YOU WITH US?**