

## USING THESIS SOFTWARE TO CREATE RAPID E-LEARNING

“An organisation’s ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage.”

Jack Welch, former CEO of General Electric

### Why e-learning ?

In many cases, organisations first turned to e-learning to decrease the costs associated with training. Traditionally organisations bring employees to a centralised location for classroom training, incurring costs for the venue, trainer, transportation, plus the cost of employees not being available in the workplace. Many see the introduction of online learning, or “e”-learning as a simple solution to lower these expenses. However, the value proposition of well-designed e-learning now goes beyond simple reduction in training costs. Good e-learning is a worthwhile investment because it is a highly effective way to transfer information and transform behaviour. It is a powerful tool for organisations wanting to offer a diverse range of learning and development opportunities to staff and minimise the risks associated with non-compliance.

Training, education and learning requirements are constantly changing; the courses and content to meet those requirements must be quick and easy to create and maintain, or they become obsolete before organisations can achieve a significant Return on Investment (ROI) . In addition, the solutions must be cost-effective, and deliver measurable performance gains for individuals and organisations.

Have you looked at e-learning before and rejected it? Or are you looking over your current e-learning offering, your budgets and business requirements, and wondering if there’s a different and more cost effective way it can be done? In either case you’re not alone. For many organisations, e-learning has hit a stumbling point despite the significant advantages that it can offer. Like traditional learning, off the shelf titles can be too generic and miss the mark. Bespoke e-learning can cost too much, take too long to develop and when it’s completed the goalposts have moved and it no longer meets individuals and organisational needs.

**Rapid e-learning** is a response to many of these challenges. Rapid e-learning often involves an authoring tool where individuals within organisations can create their own e-learning packages from either internal or external content sources.

Rapid e-learning that lives up to its potential can contribute to key organisational drivers of:

- Cost reduction
  - Development of bespoke e-learning is a significant investment, so it’s relatively limited in its potential. Rapid e-learning is considerably less expensive than traditional bespoke e-learning, even factoring in the cost of an authoring tool.
- Speed of response
  - A lot of training requirements need to be addressed within a short period of time. In particular with regard to policy updates within an organisation or release of new national guidelines.

Traditional e-learning models struggle to deliver in this timeframe. A rapid approach therefore becomes critical if your training team is to respond to the demands of the business.

- Increased control
  - Generic titles provide you with little or no control over the content. Bespoke e-learning, by its nature, provides you with initial control, but then changes to content after release take time and money. Rapid e-learning reduces the total cost of ownership by enabling you to directly update, change and maintain e-learning on your own terms – and when there's continued requirement to update skills and knowledge, control is critical.
- Wider access to e-learning
  - With lower costs and increased control comes the opportunity to widen access to e-learning.
  - Organisations who could not have previously considered e-learning can now gain from its benefits.
  - Smaller target audiences within large organisations that were overlooked in the past can now cost-justify e-learning development.
- From e-learning to knowledge management
  - Rapid e-learning can be used to create bite-sized pieces of knowledge, and track how the organisation receives this knowledge. For example, a new policy can be quickly turned into e-learning, made available to all relevant staff, and also include a simple test to check that employees have read and understood the content.

## What is THESIS Professional?

We've chosen to partner with THESIS Professional because we've found it one of the easiest and quickest tools to use for rapid e-learning content authoring. It enables you to prepare any web presentable content for an e-learning platform, including tracking assessments and sequencing learning objects into customised courses. It includes functionality to turn Word, Excel and PowerPoint documents into pages of e-learning content, whilst maintaining formatting. This means that anyone who can use Word, Excel or PowerPoint, could use Thesis to create rapid e-learning.

## What are the benefits of using the THESIS e-learning authoring tool?

- It allows you to easily and rapidly convert and create content into e-learning packages from virtually any type of lesson content file - Word, Excel, PowerPoint, Visio, Flash, Flash Video, Shockwave, PDF, XPS, JPEG, GIF, Tiff, PNG, BMP, MPEG and Windows Media....
- It will save you time and money in creating e-learning packages.
- Content created using the software integrates with SCORM-compliant Learning Management Systems, such as AT-Learning and OLM.
- It will allow you to increase productivity and ultimately provide the desired learning results specific to your organisation needs.
- It helps to streamlining the process of 'learning anywhere, anytime'.



## How much training is involved with THESIS software?

THESIS is a very intuitive piece of software and a **single day** of training will teach you the following:

- How to convert common file types (Word, Excel, PowerPoint, Visio, Flash, Flash Video, Shockwave, PDF, XPS, JPEG, GIF, Tiff, PNG, BMP, MPEG and Windows Media) into a piece of e-learning content.
- Import existing or purchased SCORM content
- Create test and assessment items for tracking and use within AT-Learning™
- Create multi-SCORM items
- Upload and play content on AT-Learning™ and access from the e-KSF Personal Development Plan
- Further define your e-Learning content on AT-Learning™ by mapping to the NHS Knowledge & Skills Framework (KSF), and also use within a 'Blended' programme specified on AT-Learning™
- Create Microsoft Word with PurePage conversion content for policy tracking and reporting within an organisational and clinical risk management context
- Save to a SharePoint Library & Thesis™ Librarian

## How much does THESIS software cost?

The standard package we sell with THESIS software is as follows:

- License for 10 people (is this the minimum number allowed)= £2, 500 (includes 24/7 support for the first year)
- Optional 24/7 support for second and third year for £1,250
- Training day for up to 10 people £950
- **Total Investment £4,700 + VAT**

The need for rapid e-learning will increase as organisations demand that learning keeps pace with the speed of business and younger employees increasing desire to learn within their work environment. It's important to note, however, that while rapid e-learning content will continue to grow and become more intuitive, it will not replace the longer more in-depth content that requires learners' deeper study, discussion, and interaction.

**For further information please contact your regional Account Manager or email**

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