

GETABSTRACT REVIEW OF

# Designing Personalized Learning Experiences

## A Framework for Higher Education and Workforce Training

### Personalized Learning is an Idea Struggling for an Identity

Most global workforce employees will need new skills in the coming years; acquiring those skills requires personalized learning.

In *Designing Personalized Learning Experiences*, learning technology professors Nada Dabbagh and Helen Fake address the challenges of engaging employees in training and development even as corporate training budgets remain substantial. Dabbagh and Fake's strategies focus on improving personalized learning to boost talent development and retention, and ensuring that organizations and individuals can adapt to evolving skill requirements.

## Discussion Questions

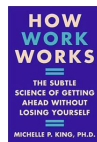
1. What are the key elements that define a personalized learning experience?
2. How can personalized learning experiences help bridge skills gaps and prepare employees for future challenges?
3. What are some potential challenges in creating personalized learning experiences in a large organization, and how can they be overcome? Discuss the ethical considerations involved in collecting and using employee data for personalized learning.
4. How can personalized learning experiences be evaluated for their effectiveness and ROI (Return on Investment)?

*“Social learning (in contrast to formal learning) is a story largely written by the learners themselves.”*

### Designing Personalized Learning Experiences

Nada Dabbagh and Helen Fake

## Additional resources



How Work Works



Learning Experience Design Essentials



Learning and Development



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