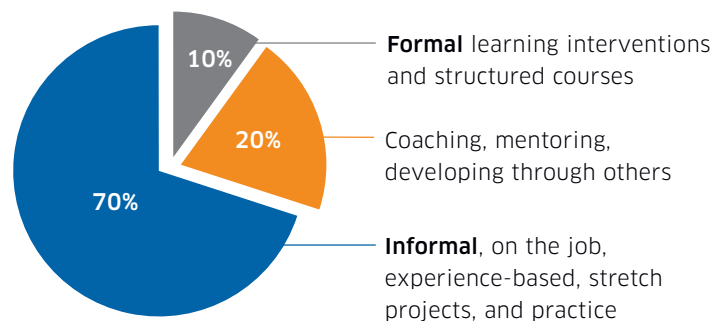


Unleash Your Peer Learning Potential with Workday

Peer learning is the informal sharing of knowledge, best practices, and culture that happens from asking questions and having conversations with co-workers. Studies show that while 10 percent of learning within an organization is formal, 90 percent is attributed to coaching and informal learning. Despite this imbalance, formal learning is the foundation of many workplace learning programs, with the majority of resources spent on building, delivering, and tracking. But what about the other 90 percent?



The challenge with peer learning is that it is often one-on-one (or one-on-few) and happens throughout the workplace perhaps in conference rooms or over coffee. Conversations are shared at a point in time, but not in a way that can be captured, scaled, or reused. You know these kinds of conversations: a sales lead shares tips on accelerating to close, an engineer talks through critical-thinking strategies. But how can organizations distribute and gain lasting value from the wisdom, ideas, and approaches that are shared one-on-one so that everyone in the enterprise benefits?

Peer Learning Is the Answer

Peer learning is meant to capture expertise and tribal knowledge, and make that insight available to the organization—anytime, anywhere. It's like having experts available to guide workers precisely when needed. Peer learning promises significant advancement in learning initiatives by:

- Capturing and cultivating internal knowledge
- Fostering professional development
- Communicating culture and employer values
- Helping workers develop a personal brand
- Supporting and highlighting diversity within your organization

Key Benefits

There are many benefits to a powerful, video-based learning tool:

- **It's accessible.** Through video, you can share knowledge whenever you want—making it possible to learn anytime, anywhere, and on any device.
- **It's personal, human, and engaging.** People like to learn from people they know. Peer learning is incredibly valuable, and a journey well worth the investment.
- **It frees up employees' time.** Although creating content requires an initial investment of time, it only needs to be created once and can then be shared with employees whenever it's necessary. In the long run, senior employees get back that initial time spent.

Workday Makes Peer Learning Scalable

Workday delivers the technical foundation and guidance you need to adopt peer learning. From the product perspective, Workday Learning incorporates consumer-grade video, user-generated content upload, social sharing, and all the powerful capabilities you've come to expect within Workday—security, business processes, analytics, and a single source of data. This innovative technical infrastructure paves the way for deploying peer learning within your organization.

However, peer learning also requires process change as you move from developing content within a centralized learning organization to a model centered around distributed content development. To simplify the transition, we offer the Workday Peer Learning Kit at no cost to customers. The kit contains a series of online learning tools developed by our peer learning experts to guide you through the adoption and creation of a successful peer learning program. The kit offers:

- Assessment tools to determine if peer learning is right for your organization
- **The Peer Learning Guide**—a step-by-step plan to develop a peer learning strategy
- **The Content Creators Series**—a set of microlearning video courses that teach employees how to:
 - > Create high-quality video content
 - > Use interactive video editing tools to engage learners and increase comprehension
 - > Analyze metrics to understand content consumption and areas for improvement
 - > Review and provide feedback on peer-created content

View the
Kit Today

The Workday Peer Learning Kit is available to customers on the [Workday Community website](#). Simply visit the [Workday Learning dashboard](#) to view it today.



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