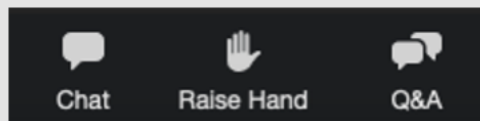


## Welcome to the webinar!

We're meeting today via the Zoom web conference platform, which includes features we'll be using to help you to interact with our host:

Click **CHAT** on the Zoom toolbar to open the chat window and type in a response. Click **RAISE HAND** when the host asks. Click **Q&A** to submit a question (we will answer them later!):



We'll also be asking additional questions via Zoom's **POLLING** feature. Please choose your response from the list of options in the popup window.

The webinar will begin soon.  
**Thank you for joining us!**



## The Secret Sauce

*Key ingredients for activating new skills and habits in the flow of work*

*Advantage*

Hosted by **Advantage Performance Group** with **1st90**



# Problem to be solved

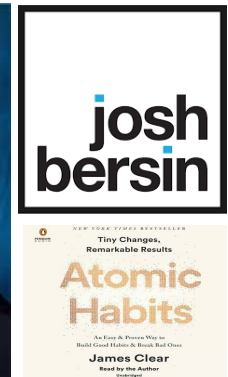
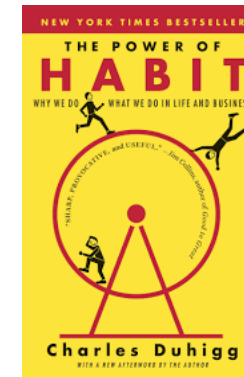
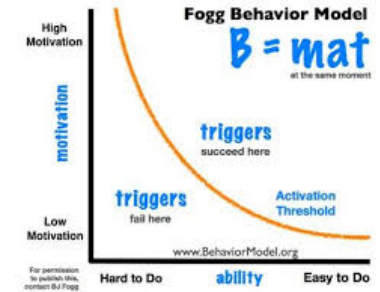
During periods of transition, how can we help change “behaviors” ***during the workday*** to help accelerate time to performance, rather than waiting for traditional training to be scheduled?

# Our approach to solving this problem

1



2



\*Headspace users: 31million

*"Learning in the flow of work is a new idea: it recognizes that for learning to really happen, it must fit around and align itself to working days and working lives" Josh Bersin*

# Our Conclusions & Learnings over the last 5 years



# Secret Sauce?

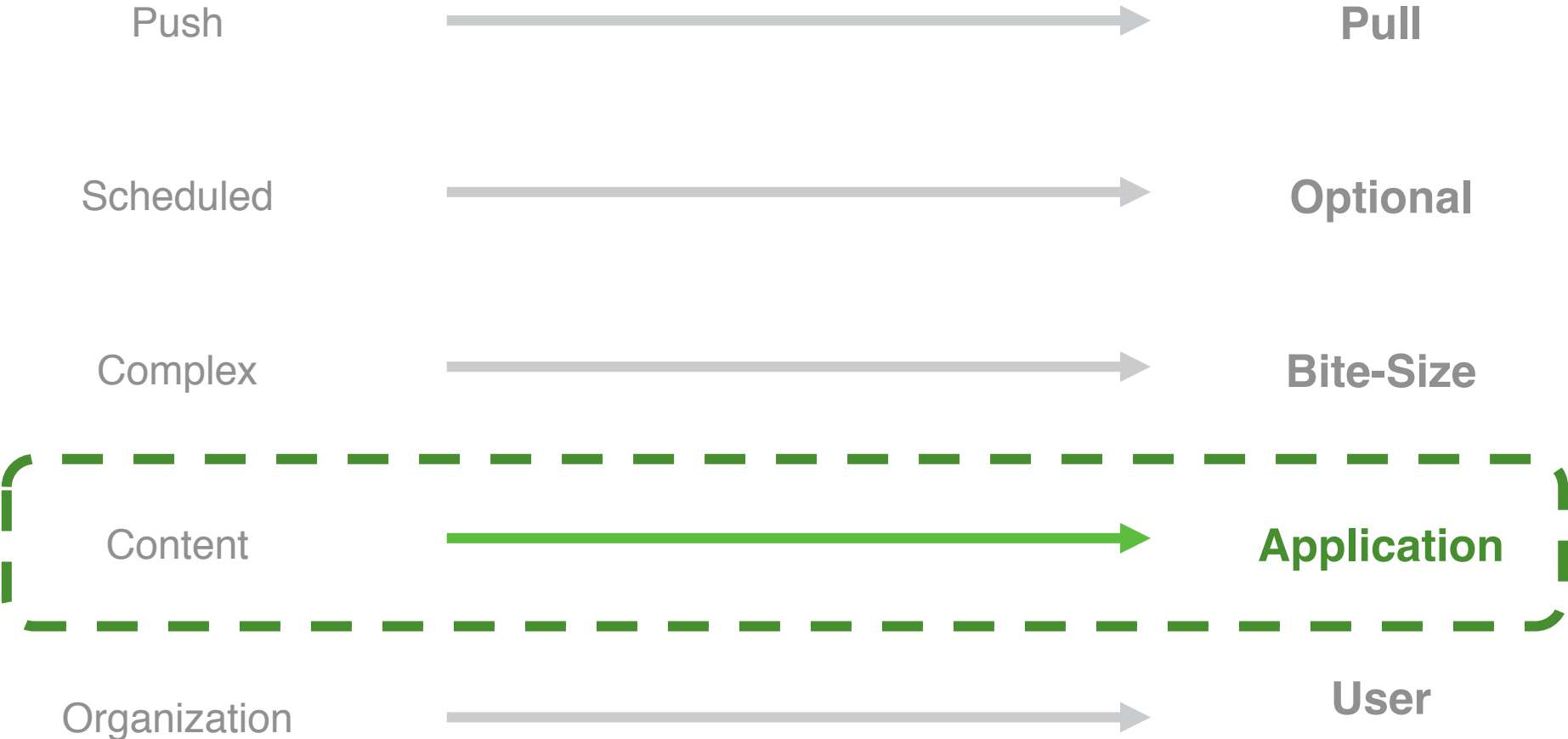


# Our Conclusions & Learnings over the last 5 years



FROM

TO



# Secret Sauce: “Flip the Design Process”



Established Ways of  
Instructional Design for both  
Classroom and E-learning



Identify Content and  
Thought-Leaders

**Content comes 2nd,  
start with  
Application**



**Start with Habits  
and Actions**

# Traditional Approach to Designing Learning:

*Identify Behaviors or Competencies, jump to Content...*



## Results



## Behaviors



## Content

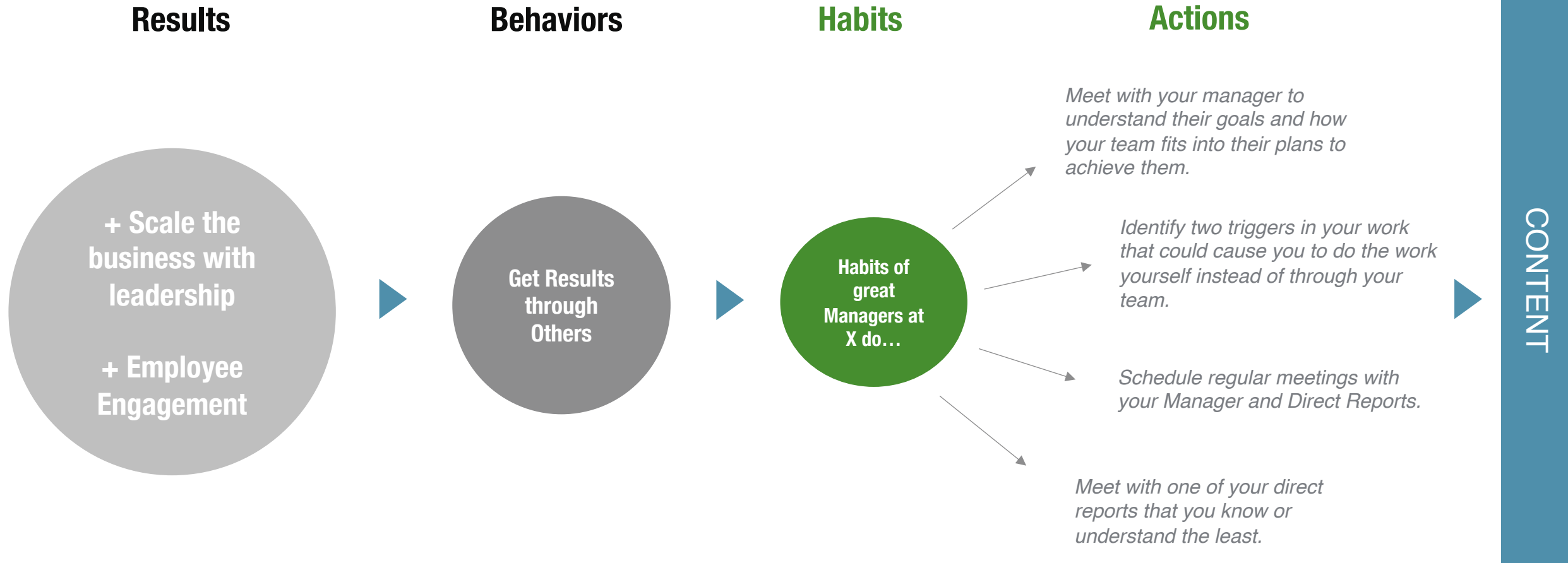


## Actions

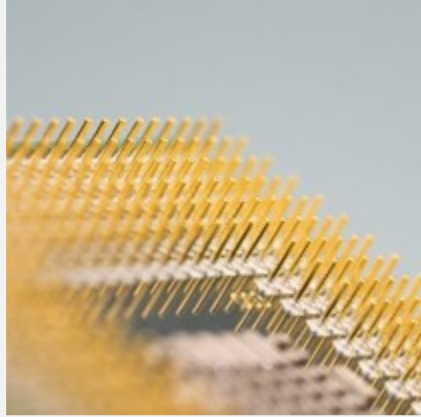
TBD??



# Deconstruct Behaviors into highly impactful Actions



# 1st90 Approach to Learning



## Breakdown “big” behaviors

Break down big behaviors into daily learning (5-10mins/ day)



*“Your methodology of learning for 10 mins/ day has actually changed my behavior. A new habit was created for me.”*

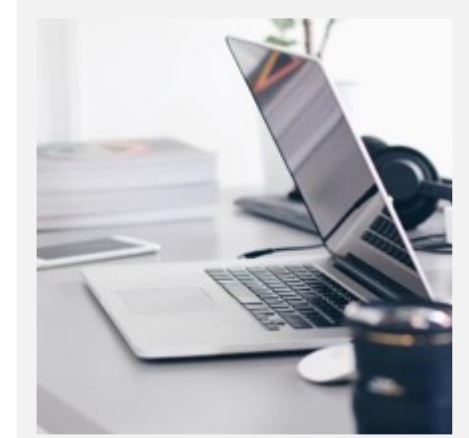


## Mobile First

Design for Core Users who are Mobile and Social (Inspired by Consumer Apps)



*“Still using the app for the frameworks and tools inside the app. Loved that everything was in my pocket! This is really important.”*



## Embedded

Practice and Apply in the context of the work you already have to do



*“Really liked the methodology. Content was really good. Tools really helped with the actions and I still use them.”*

1

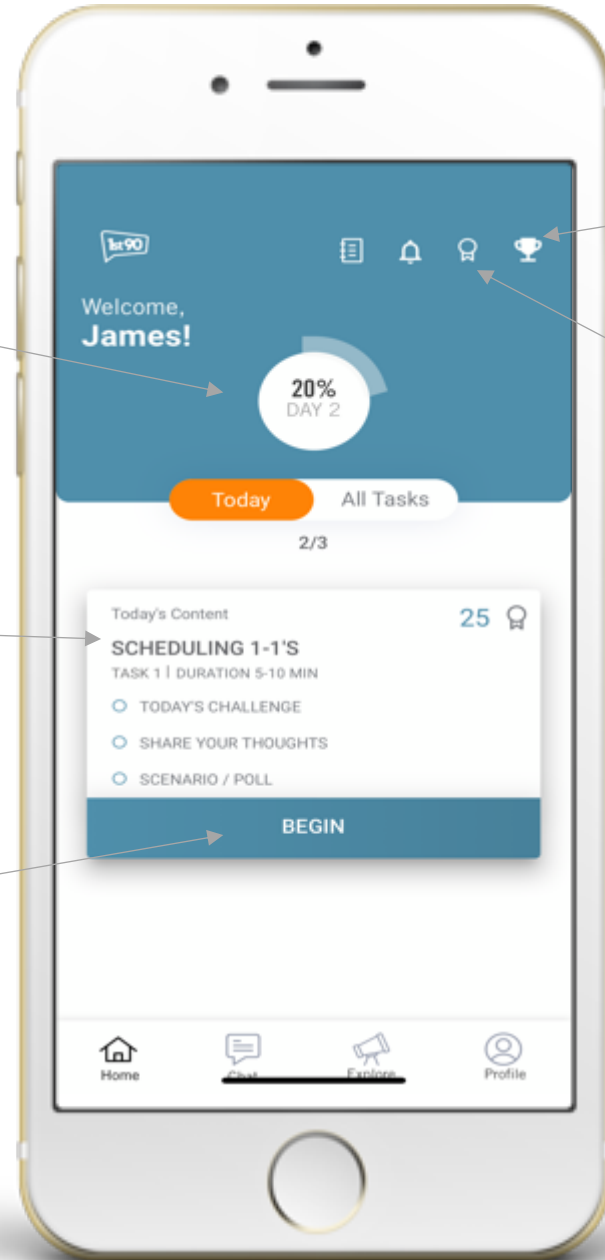
You are **guided through each step**, you can not advance until completing today's learning

2

Each step has a **focus that builds on previous steps**

3

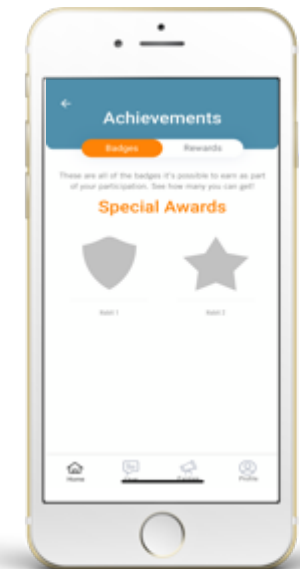
**"BEGIN"** launches the day's learning



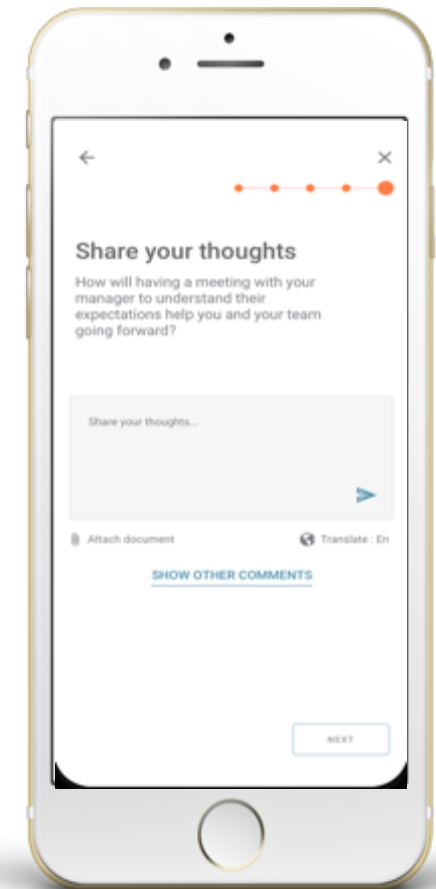
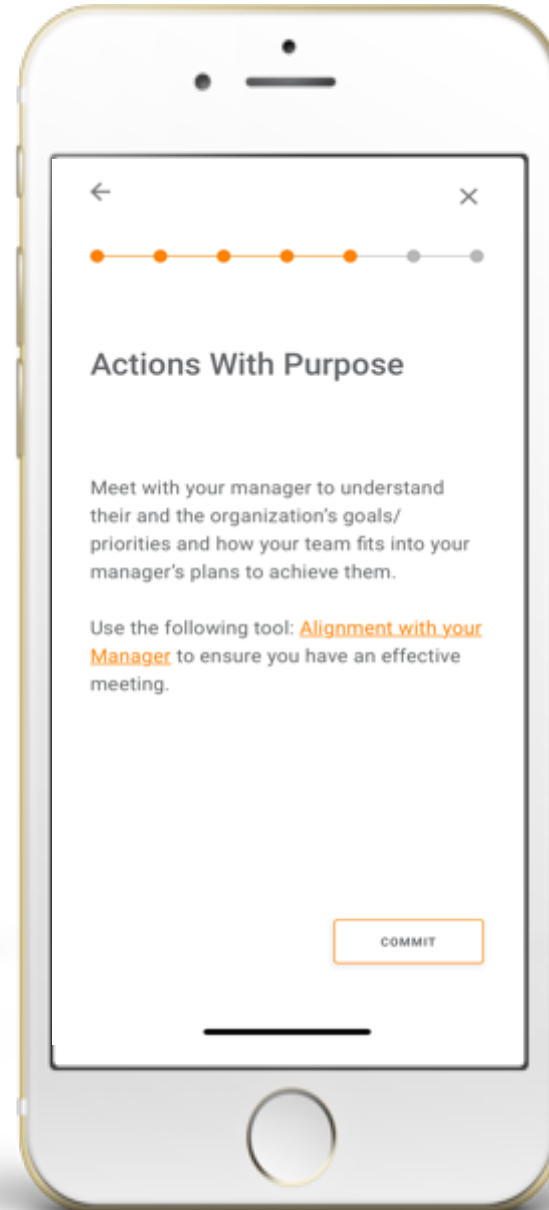
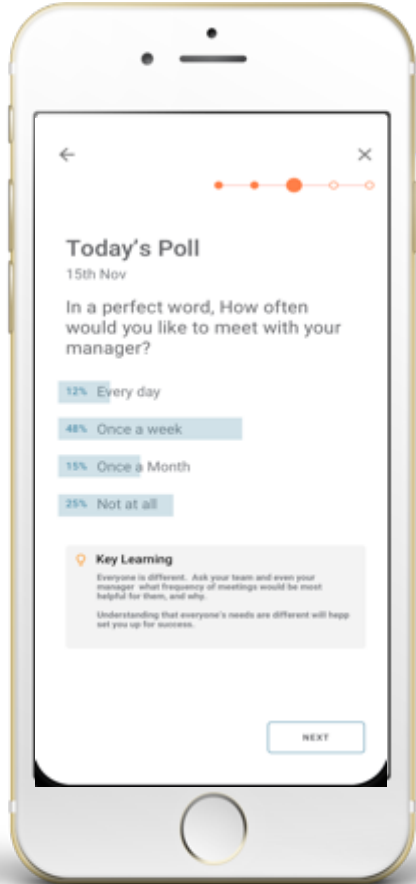
4

**Points are earned** for all activities: completing challenges (daily actions), sharing social comments (insights), watching a video etc.

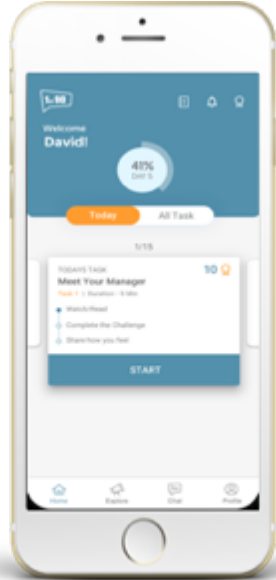
**Badges are earned** as you complete levels along the path



# Action first, Content and Tools second



# Engaging the *Participant's Manager* to build accountability



Participant



- Step 1
- Step 5
- Step 10
- Step 15
- *"missing 5 days"*



Participant's Manager

*Progress Report & Questions to ask participants to support their learning*

# Customization Continuum



Standard

Custom



New Managers &  
Sales Professionals



Onboarding



Culture &  
Strategic Shifts



Leading and Selling in  
Challenging Times



# Preparing Professionals in Challenging Times

*Learning in the flow of work “1st90 Solutions”*



## Leading “Virtually” in Challenging Times

**15 Step Path in 45 Days helping all people managers build essential habits in current times...**

- Acknowledge and deal with the human side of change
- Create clarity on how we are going to work and keep score in the near term
- Provide more frequent feedback, recognition in a virtual world and check-ins
- Become proficient, advocate and model using tools that support working virtually
- Actively drive engagement in a virtual world

## Selling “Virtually” in Challenging Times

**15 Step Path in 45 Days helping sales professionals build essential habits in current times...**

- Resetting your mindset for a new reality
- Relentless focus on the Minds of our Customers
- Using enabling technology to the max
- Building strong virtual relationships
- Thinking strategically in this new reality

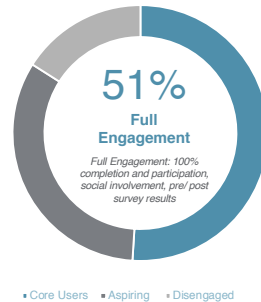
# Results you can Expect: New Manager Experience



50 managers participated from across 3 global companies (FT 500)

**97%** of participants recommend this experience for new managers starting on Day 1

“The average completion rate for MOOCs hovers between **5-15%**”  
Amy Ahearn  
Stanford University



4.7 out of 5.0

How likely would you be to recommend this to a peer or colleague on day 1

4.5 out of 5.0

1st90 beta will help me produce measurable, concrete results

## Participant Feedback

*“This course is perfect for leaders who have had no experience with managing a team.”*

*“I think this program is well designed for managers on day 1 of their new role.”*

*“Your methodology of learning for 15mins/ day has actually changed my behavior. A new habit was created for me.*

*“I think a new manager should be completing all the steps to be honest - and making time to do so”*

*“After 2 or 3 days in, I realized the value with the experience and really enjoyed it. It became part of my daily routine and I would complete the learnings every morning.”*



# Next steps

- **Connect with Advantage** to explore activating a 1<sup>st</sup>90 mobile app for *your organization*.
- Watch your email for a link to **the recording** and a special free 3-step demo offer available at **apg1.us/1st90-offer**
- **New products launching:** *Leading Virtually in Challenging Times* and *Selling Virtually in Challenging Times*
- Explore options for going virtual and staying the course under difficult circumstances at **apg1.us/pivot** – Pivoting together in challenging times



*Special thanks to our thought leader, Paul Middleton of 1<sup>st</sup>90, for leading today's webinar and for sharing his important research and content!*



*We help organizations develop great people.*

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*We help professionals build the habits and routines that  
accelerate time-to-performance.*



Learning Reimagined.