



Learning & Development Ecosystem For Today's Workforce

Since 2008, CD2 Learning has worked with a wide variety of organizations to support talent development. Recognizing evolving learning and development needs, the CD2 Learning & Development Ecosystem keeps pace by continually developing tools and capabilities to meet the needs of both L&D professionals and individual learners. This top-down/bottom-up approach allows organizations to develop a culture that has real impact on overall success.

Learning and development departments are no longer a support function. They are at the forefront of an organization, with a major responsibility to attract and retain the highest qualified talent. They often give new employees their first impression of the organization, so it is important to make it a positive one. With tools to support the employee life cycle, the CD2 platform allows L&D to develop and deliver an engaging onboarding program to help new employees feel welcome. This includes tracking employee progress and social collaboration opportunities among various members of the organization. This support continues throughout the employee life cycle with performance coaching, career tracking and planning, and more.



Today's workforce is more self-driven, demanding learning and development that is easily accessible – anytime and anywhere, in short action-based microbursts. In order to stay engaged, their learning must be motivating and rewarding. Plus, self-drivers want to find their own learning, then share what they know with others while receiving credit for their efforts. CD2 supports these individuals with content curation and social learning that can be tracked and recognized.

The CD2 platform supports the people development needs of organization and individuals. Organizations can select the needed capabilities to build the right solution without the complication of unnecessary components or integrations.



Content Curation/Creation - Content Solutions and Management

The foundation of the CD2 L&D Ecosystem is the award-winning content management system (CMS). It allows users to curate and create content by sourcing social media and other internet-based resources, uploading externally created files, or using the embedded authoring tools to create unique content items. Anyone can assemble a personal library of content that can be catalogued for easy retrieval. All content items can be used to develop engaging training, shared with others as resources, or simply saved for future use. Content items can be associated with outcomes to allow any training to be measured and tracked. These content items can be reused an unlimited number of times. When a content item is updated, the change takes effect everywhere that item is used. This makes change management almost painless.

By using the CMS in the CD2 ecosystem, each resource can be catalogued and tagged, making it available to share and repurpose across the entire ecosystem. These resources, combined with the learning and talent development tools, enable users to be self-directed leaders.

- Easily find, repurpose, and deliver content
- Curate personal resource libraries
- Provide on-demand access to key resources
- Protect valuable intellectual property behind a secure login



Content Authoring Tools

Embedded in the CD2 Learning & Development Platform is the suite of content authoring tools. This set of tools includes a simple tool to source social media and other internet-based resources, upload externally developed files, or create original content using the simulation and gaming engine. There is also an assessment engine that allows users to create multiple choice, true/false, multiple answer, Likert scale, and essay assessments. Each question can include multimedia files as part of the question. The assessment engine also allows for the creation of question banks and rule-based assessments with randomization of questions and choices to ensure each assessment-taker receives a different, but equal assessment. Simulations, games, and other action-based learning activities can also be used as assessments.

- Use award-winning tools to construct interactive, real-world simulations, games, assessments, and other activities
- Collaboration with global team members while creating engaging learning
- Empower learners, allow them to create and curate content using mobile devices
- Quickly and easily create training using pre-built templates
- Make changes once and it updates everywhere





Microburst Learning with Gamification – Learning Management Solutions

Today's learners want learning that is engaging and convenient. This means learning must be accessible from any device and delivered in bite-sized chunks. Users need to be able to stop and easily resume later. To meet these challenges, CD2 offers Learning Process Maps (LPM) so learning can be developed in short segments and assembled along a map that will guide learners along the path. These microbursts of learning allow learners to quickly complete learning activities. This sense of accomplishment keeps them engaged and shows learners exactly where they are on their learning journey. In addition, the CD2 eco-system includes many ways to add gamification. Virtually any system activity can be gamified by awarding points and/or badges. Using the content authoring tools, games and simulations can be developed to add game-based learning to any training. LPMs can be gamified by adding points to the steps and learning activities to add more learner engagement. Leaderboards can also be configured for a variety of system and learning activities to add a sense of competition that will appeal to the gamers in the organization.

- Provide microburst learning that gives learners a sense of accomplishment
- Incorporate just-in-time and media-rich learning, social media microbursts, game-based/gamified learning, and social collaboration
- Give learners a map to guide them on their learning journey
- Gamify learning and other system activities to inspire, recognize, and reward users

