VOICE OF ATHIYA

YOUR GUIDE TO L&D AWESOMENESS

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L&D ON A BUDGET:
Strategies for Big Impact

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Let's face it, in today's fast-paced business environment, budgets are tight. But that doesn't mean you have to sacrifice employee development! In this newsletter, we'll explore creative and cost-effective strategies to ensure your team continues to learn and grow. We'll delve into resources like open-source learning materials, employee-generated content, and power of microlearning.

You'll discover:
- Practical tips for leveraging free and low-cost learning resources.
- Strategies for empowering your employees to share their knowledge.
- How to develop bite-sized training modules that maximize impact and minimize time commitment.

By the end of this issue, you'll be equipped with a toolbox of strategies to deliver high-quality L&D programs, even with budget constraints. Let's unlock the potential within your workforce, one cost-effective learning opportunity at a time!

BIG IMPACT, SMALL BUDGET: Affordable Strategies for Learning

Developing a skilled and engaged workforce is crucial for any organization's success. But traditional training programs can be expensive, leaving L&D professionals with a dilemma: how to deliver effective learning experiences with limited resources. Fortunately, there are a wealth of cost-effective strategies you can employ to empower your employees:

- **Open-Source Learning Resources:** The internet is bursting with free and valuable learning resources. Explore platforms like Khan Academy, Coursera Open Source, and edX for courses on topics relevant to your industry.

- **Embrace the Power of Microlearning:** Microlearning delivers bite-sized learning modules that are easily digestible and readily accessible, allowing employees to learn on-the-go. Develop short videos, infographics, or interactive quizzes to address specific skills or knowledge gaps.

- **Employee-Generated Content:** Leverage the expertise within your own team! Encourage subject matter experts to create training materials, lead brown-bag lunches, or conduct peer-to-peer learning sessions. This fosters knowledge sharing and empowers employees to become learning leaders.

- **Utilize Free Learning Management Systems (LMS):** Several open-source LMS platforms like Moodle or Chamilo offer basic functionalities for managing training content, user registration, and progress tracking. This can streamline your L&D operations without hefty licensing fees.

- **Get Creative with Collaboration:** Partner with industry associations, universities, or professional organizations to co-develop learning programs or access discounted training resources.

- **Focus on Needs Assessments: Identify specific skill gaps and training needs within your workforce before developing content. This ensures your resources are targeted and impactful.**

- **Measure & Improve: Implement a system to track employee engagement and learning outcomes with your programs. Use this data to refine approach and maximize its effectiveness.**

HAPPENINGS AT ATHIYA

Great Start to Partnership with MNC Giant: Athiya demonstrated its capacity to excel through well-executed immersion events and proactive engagement strategies, garnering recognition from a multinational conglomerate and solidifying its position as a registered training partner across diverse industries.

Subsequently, Athiya's facilitators have conducted numerous immersion events focusing on advanced email writing for business communication, collaborative working techniques for teams, effective stakeholder management, and insights into French business culture.

Moreover, the Athiya team has been enlisted to support various sessions on "Giving and Receiving Feedback" as part of the organization's comprehensive initiative aimed at orienting employees to the performance review and appraisal cycle.

New Collaboration: Continuing established partnerships, Athiya has now officially signed up as the Knowledge-training partner of a popular "Role Readiness Platform" start-up whose main mantra is to harness collective intelligence through their platform, uniting Seasoned Professionals to mentor and share wisdom, fostering the next generation.

With strong global VC backing and Series A funding, this organization is committed to cultivating a Role-Ready workforce for a triumphant future.

L&D FACTS

The global open-source learning market is expected to reach a staggering $21.2 billion by 2027!

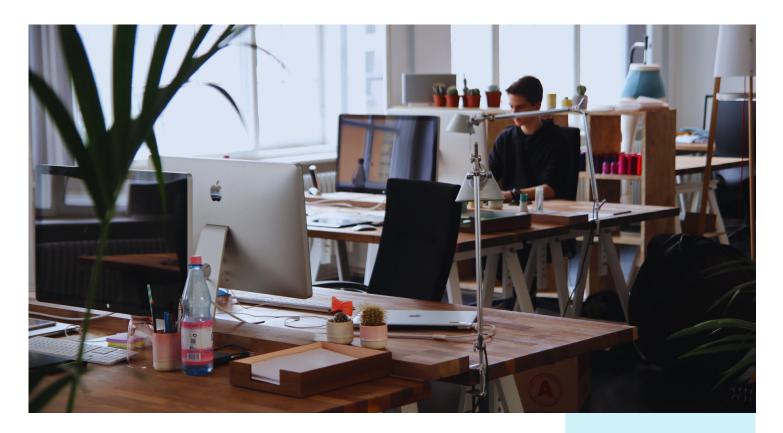Microlearning increases knowledge retention by up to 50% compared to traditional learning methods

Open-source LMS platforms can save your organization thousands of dollars compared to traditional LMS licensing fees!

PRESENTATION HACK

The **"So What?"** Question: Train yourself to ask "So what?" after stating a fact or statistic.

This forces you to consider the implications of your message and ensure your communication is clear and impactful.

WHO WE ARE

TRANSFORMATION BEGINS WITH US.

Athiya is one of India's leading Learning and Development Companies. Since 2004, Athiya has been transforming companies through meaningful organization development initiatives. Our skilled instructional designers and facilitators design and deliver a plethora of programs on communication, Behavior and Leadership. We also deploy and manage skilled learning professionals at our client sites globally. Be it online or in-person, we provide bespoke learning packages for everyone!

20+ years experience

1mn professionals trained

90+ clients served

4.5+ rating on trainings

Get in touch with us to learn more about how we can make your professional development initiatives meaningful and rewarding.

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Athiya Organizational Competencies

Feeling overwhelmed with L&D for your team? Scan the QR code to kickstart your organization's development journey !

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