

THE NEW KNOWLEDGE ENGINE

High-speed Learning with Computer Based Learning Objects



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It's small, speedy, and surprisingly easy to drive. It goes anywhere your people go and can be customized to fit their preferences. Once you see it, you won't forget it.

What is it? A CBLO is a Computer Based Learning Object. It puts employees in the driver's seat for self-directed learning.

A CBLO is a high-performance, low-cost way to deliver vital information anytime, anywhere. It is proving to be extremely successful as a just-in-time training tool for operators, maintenance technicians, and others.

INTRODUCTION

Keeping your employees up to speed on the latest technologies, processes, and skills is not easy – especially in a fast-paced manufacturing environment. Subject matter experts can't stop what they're doing every time someone has a question. Traditional classroom training doesn't address the specific needs at the moment they occur.

The solution? Computer Based Learning Objects (CBLOs), a quick, smart way to transfer knowledge. They're tailored to fit individual learning needs - on the job, right when and where they're needed. Here are some real case examples of CBLOs in action.

TRAINING TIME CUT BY 30 PERCENT, AND SKILLS IMPROVE

Polytron was engaged to develop a CBLO for one of the nation's largest convenience foods manufacturers, to support ongoing, second generation training and refresher training for a new ingredient blending installation. We developed and deployed a CBLO to 21 different sites.

Twenty Project Managers, R&D Engineers, and Site Managers reported outstanding results on the success of the CBLO. The CBLO had cut training time by approximately 30 percent and helped our client's operators get up to speed quickly. The users found it extremely helpful.

As one individual summed it up, "This tool works perfectly for us!" Everyone wanted a CBLO for their next training initiative.

CBLOs QUICKLY IMPROVE EFFICIENCIES

In another example, a global consumer goods company was experiencing a 20 percent decrease in efficiencies year over year. The downturn had been caused by inadequate knowledge of operating procedures and troubleshooting, plus a general lack of ownership by operators.

The Polytron training team was called in to help turn things around. After implementing four CBLOs as part of a new training program, overall efficiencies improved significantly by 15 percent within weeks.



WHAT EXACTLY IS A CBLO?

Each CBLO is a short standalone training module delivered on-demand, when and where your employees need it. It captures the knowledge of your most experienced employees and makes it accessible to everyone via a desktop or tablet PC, HMI, or other device.

For example, an operator might pull up a CBLO on an HMI to review the steps in a changeover. The operator would see exactly what to do, following step-by-step instructions with video and sound. The same CBLO could be used as introduction to a classroom training session or as a refresher afterwards. It could even be included in a marketing video.

*“We were able to use this CBLO to bring new operators up to speed on the overview of the system very quickly. We reduced overall classroom training time by about one-third.”
– Nation’s largest convenience foods manufacturer –*

Tailored to the learning styles of the audience, a CBLO is designed to be attention-getting and memorable, making it effective for the intended audience. The design often presents the same information in different ways and rarely last more than 30 minutes.

CBLO GETS THE JOB DONE - A LOOK INSIDE

1. Get Ready. Adults learn better if they have a quick introduction to the topic before diving into the details. The CBLO starts by telling them what’s coming, why it’s important, and what they’ll be able to do with their new knowledge.

2. Get Knowing. Next the CBLO presents the content.

- For operators (who usually prefer step-by-step instructions) – a screen-by-screen presentation that walks them through the process from beginning to end, while listening to clear, simple instructions all along the way.
- For maintenance technicians (who typically want more freedom to explore) – the CBLO features a component exploration screen. This lets them skip the basics and go straight to the component or area they want to learn about. If the audience includes operators and maintenance, the CBLO can offer both options. CBLO success is all about tailoring the information to the learner.

3. Get Results. So how did it go? Did the participant really grasp the information? A quick self-assessment will let the trainer - and the user- know. Since most people don’t like testing, the assessments short – five questions or fewer – and focus on the essentials. The assessment can be: True or False, Matching Items, Fill in the Blank, or Assemble the Widget.

*“The self testing really showed the operators what they didn’t know so they knew which questions to ask.”
– Customer Testimonial –*

CBLOs - SUCCESSFUL AND F.A.S.T.E.R.

- **Fit** – designed to fit the learning styles of the people who will use them
- **Accessible** – from any device like a PC, Tablet, HMI, or PDA...any time of day or night
- **Speedy** – letting users get information on demand and see immediate results in increased understanding/skills
- **Targeted** – with each CBLO focusing on a particular skill, topic, process, or piece of equipment
- **Easy** – simple to use and presenting information in clear, lively, interesting ways
- **Relevant** – specifically built to meet your training goals and immediate objectives

“Not only did this help the operators become more knowledgeable, it helped get them involved in learning about the system.”

– Customer Testimonial –



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