

The Value of Human Connection in Learning & Development

What if you could tap into all the knowledge that already exists in your business, motivate people to learn, and lighten your managers' workload at the same time? By connecting employees with peers, buddies, mentors, and coaches across your organization, you can spark the kind of team-based learning that will help to propel learners toward success. Workplace coaching and friendships are a powerful way to create information exchanges and instrumental supports that create a culture of connected learning and innovation.

Human Connections Reinforce Learning Journeys

Social learning — or team-based learning — is the practice of learning from other people. By connecting with other humans at work in a new way, we can ask questions and share important information or build skills in an organic way — making learning a team activity that everyone can both contribute to and benefit from.

This can include traditional manager-to-report or instructor-to-learner models — but it also can be informal mentoring or friend relationships. Learners can support and be supported by coaches, mentors, peers, managers, and other learners. Through these human connections, organizations can accelerate belonging and connect new people with the informational, instrumental, and emotional supports they need to successfully learn and grow.

When people are connected, they will collaborate and transfer knowledge in the everyday flow of work — but human connections also enhance and enable more intentional learning models. Human connections create reservoirs of organizational support — including empathy and trust — that create a safe place for learning. Being able to draw on colleagues helps employees to feel that they're part of something bigger, and motivates their own helping behaviors as they pay that effort forward.

This kind of supportive, collaborative approach to knowledge transfer is effective because it comes

naturally to us as humans. Being supported by a community in our learning and development is as old as society itself. Centering human connection in the workplace taps into that legacy, and helps organizations to better meet employees' social and emotional needs as they build skills and acquire knowledge. Ultimately, this also creates more resilient organizations that are better able to meet challenges and grow.



CIOs that invest in digital adoption platforms and automated learning technologies will see a 40% increase in productivity by 2025, delivering greater speed to expertise.

IDC 2023 Future of Work Predictions



Human Connections Positively Impact:

- ✓ Skills Development
- ✓ Education and Training
- ✓ Leadership Training Initiatives
- ✓ Coaching and Feedback
- ✓ Mentoring Programs
- ✓ Compliance

Here are some of the ways a flow of human connections helps create better learning journeys:

 **Creates an immersive culture of learning**

Connecting employees with the express purpose of knowledge exchange helps to inculcate learning as an important shared value and establishes a culture of helpfulness and continuous learning.

 **Deputizes the organization and democratizes teaching and sharing**


Deputizing employees as sharers of knowledge removes some of the stress on managers and L&D groups as the sole distributors of learning. Learners can also turn to human connections to provide emotional support along the learning journey.

 **Increases adoption of L&D tools and platforms**

Connecting people as co-learners or knowledge sharers also increases engagement with existing content, courses, and technology platforms, as people can elevate or help source information for one another as it is required.

 **Facilitates micro- and self-service learning at scale**

Human connection is also a way to share micro-learning in a way that learners value — particularly when they have a way to share useful information in digestible bites and help it more quickly and organically spread through an organization.

 **Builds trust and affinity and helps employees feel championed**

Human connections help employees stay informed, build trust, and make sense of what is happening at work. Relationships with real human buddies and mentors in an organization also help employees become socialized to “unwritten rules” and ways things are done. This increases alignment, builds trust, reduces frustration, increases psychological safety, and helps employees feel they have someone in their corner — all of which contribute to their learning journeys.





Enboarder Leverages Human Connections to Improve Learning

Enboarder establishes the important human connections that facilitate learning journeys in your organization — giving employees access to critical emotional support and guidance as they build skills and advance their careers. Our templates for connected learning also directly link users to courses, micro-learning, and other educational and people tools — as they need them — that can help them pursue goals and expand their knowledge.

Our science-based platform illuminates clear, incremental pathways for better learning engagement and absorption. We also help L&D teams to facilitate skills development by offering a planned progression of personalized nudges that transcend communications noise and make engaging with learning content more meaningful and fun.

Using the power of team-based learning, you can create an immersive culture of learning where employees can establish mentoring and cohort-level relationships with leaders, peers, and skill experts — and both give and receive important support along the learning journey.

Contact us for a guided tour of the Enboarder platform, and see what better human connection can do for your organization.

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