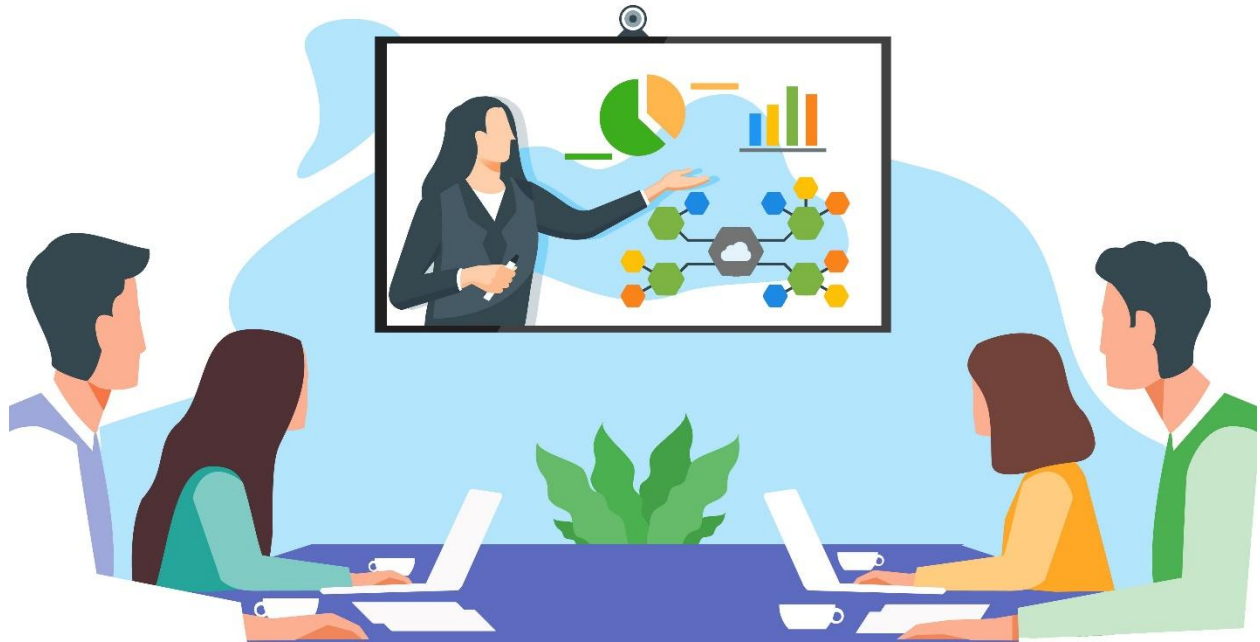


## TEAMtalk<sup>®</sup> Microlearning Boosts Team Performance

By Bob Hill, Ntrinsx CEO | October 2024



Leaders and team members are often juggling multiple responsibilities, leaving little time or budget for traditional, lengthy training programs. This is where microlearning comes into play, offering a flexible, efficient, and highly effective way to upskill teams without taking them away from their core tasks for extended periods. Microlearning provides quick, targeted bursts of knowledge that are easy to digest, and when combined with the power of video, the impact can be profound.

One of the best tools available for video-based microlearning is **TEAMtalk**. Developed by Ntrinsx, *TEAMtalk* provides team leaders with the resources needed to foster meaningful conversations and enhance team dynamics. Let's explore the key benefits of microlearning and how *TEAMtalk*'s video-based tools can help boost team performance.

### What is MicroLearning?

Microlearning is an educational approach that breaks down complex topics into bite-sized, easily digestible learning modules. These modules typically focus on one concept at a time and can be completed quickly, making them an ideal solution for busy professionals. Microlearning is not only time-efficient, but it also caters to the way people naturally learn—through understanding of real-world scenarios from different perspectives.

The beauty of microlearning is that it can be integrated seamlessly into the daily routines of teams, allowing them to learn without significantly disrupting their workflow. With *TEAMtalk*'s approach, team members don't have to leave the office for a full day of training.

Instead, they can watch short videos in person or virtually, and engage in meaningful discussions during regular team meetings, lunch breaks, or other convenient times.

## **The Benefits of Microlearning for Teams**

### **1. Flexibility in Learning**

One of the most significant advantages of microlearning is its flexibility. Teams no longer need to allocate large blocks of time to attend traditional training sessions. With *TEAMtalk*, team leaders can integrate microlearning into regular team meetings, allowing for skill development to happen organically. Whether it's a quick lunch-and-learn or a pre-meeting video, microlearning adapts to the team's schedule and pace.

This flexibility ensures that learning is not seen as a burden but as a natural part of the team's workflow. Leaders can select the most relevant topics for their team's current needs, whether that's improving communication, enhancing team culture, or managing change.

### **2. Enhanced Engagement and Participation**

Traditional training can often be a passive experience, with team members simply absorbing information presented to them. In contrast, microlearning, especially when combined with a discussion-based approach like *TEAMtalk*, encourages active participation. The short, focused videos serve as conversation starters, prompting team members to share their perspectives and insights.

By engaging in these discussions, team members reinforce what they've learned, making the learning process more interactive and meaningful. This approach also helps in building a sense of camaraderie, as everyone is given a chance to voice their thoughts and learn from one another.

### **3. On-Demand Learning for Timely Solutions**

One of the most powerful aspects of microlearning is its ability to provide just-in-time learning. Team leaders can select and introduce specific modules from the *TEAMtalk* library when relevant challenges or opportunities arise. For instance, if the team is preparing for a major organizational change, a module focused on managing change or stress management can be introduced at just the right time.

This approach ensures that the learning is immediately applicable to the team's current situation, making it more impactful and relevant. Instead of being a one-size-fits-all solution, microlearning allows for a tailored approach to skill development, addressing the team's unique needs in real time.

#### **4. Improved Team Cohesion and Understanding**

One of the core objectives of *TEAMtalk* is to foster a deeper understanding among team members. Through video-based discussions, teams are encouraged to explore each other's values, communication styles, and conflict resolution approaches. This shared understanding creates a common language within the team, which is critical for effective collaboration and performance.

By participating in these discussions, team members can better appreciate each other's strengths and weaknesses, leading to a more cohesive team dynamic. This understanding is especially valuable when conflicts arise, as team members are more likely to resolve disagreements with empathy and respect for each other's perspectives.

#### **5. Efficient Learning with Minimal Time Commitment**

In a busy work environment, time is one of the most valuable commodities. Microlearning respects this by delivering high impact learning in short, manageable sessions. With *TEAMtalk*, team leaders can conduct brief learning sessions that don't require significant time away from work. This allows for continuous development without overwhelming team members or taking them away from their primary responsibilities.

For example, a 10-minute video followed by a 15-minute discussion can easily be incorporated into a team meeting, making it a practical and effective way to enhance skills without disrupting the flow of work.

#### **6. Building a Positive Team Culture**

*TEAMtalk* places a strong emphasis on values, respect, and well-being, which are critical components of a positive team culture. The video modules cover essential topics such as respect in the workplace, understanding different communication styles, and managing conflict. By discussing these topics, team members gain a better understanding of how to interact with each other in a respectful and constructive way.

This focus on values helps to create an inclusive and supportive team environment where everyone feels valued and heard. A positive team culture not only improves morale but also enhances overall team performance by fostering collaboration, innovation, and mutual respect.

#### **7. Continuous Learning and Development**

One of the main benefits of microlearning is that it supports continuous learning. Instead of a one-off training session that may quickly be forgotten, microlearning encourages regular, incremental skill development. Team leaders can schedule ongoing *TEAMtalk* sessions to keep the team engaged and continuously improving.

This approach ensures that learning is an ongoing process rather than a box-ticking exercise. Over time, these small, regular learning sessions lead to meaningful improvements in team performance, as the team continuously builds on their skills and knowledge.

## **8. Empowering Team Leaders and Members**

TEAMtalk empowers team leaders to take ownership of their team's development. By leading the microlearning sessions, team leaders are not only facilitating their team's growth but also enhancing their own leadership and facilitation skills. This hands-on approach helps leaders build confidence in guiding discussions and managing team dynamics.

At the same time, team members are also empowered to take an active role in their own learning. The discussion-based format encourages them to contribute their ideas and perspectives, fostering a sense of ownership over their development and boosting their motivation to improve.

## **Conclusion**

Microlearning expands the opportunity for teams to learn and grow, offering a flexible, efficient, and highly engaging alternative or extension to traditional training methods. With TEAMtalk's video-based microlearning tools, team leaders can easily facilitate meaningful conversations that foster team cohesion, improve communication, and enhance performance. By incorporating microlearning into regular team activities, leaders can ensure that their teams are continuously developing, without the need for significant time or budget investments.

In today's competitive business landscape, the ability to foster a positive team culture, build strong communication skills, and continuously develop your team's capabilities is essential. TEAMtalk provides a powerful, practical solution that allows teams to achieve these goals through the power of video-based microlearning.

*Bob Hill is the CEO of Ntrinsx, a company that specializes in providing online assessments, training, and AI-based leadership tools designed to help individuals and teams understand and leverage intrinsic values to improve communication, collaboration, and workplace culture. Under his leadership, Ntrinsx focuses on innovation in social intelligence and microlearning, supporting over 100 languages and offering tools for both corporate and family settings.*