

Meeting Summary for Jason Little's Personal Meeting Room

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Meeting summary for Jason Little's Personal Meeting Room (01/20/2025)

Quick recap

Jason and Ro discussed their recent activities and the development of a new learning platform, including the idea of having multiple badges for different courses and using AI to guide users through the learning process. They also discussed the structure and delivery of their training courses, the implementation of a new system for tracking and rewarding participants' engagement, and the rebranding of the IC agile program. Lastly, they talked about plans for the training platform, strategies for running micro lessons, and the progress of their training material.

Next steps

- Create a set of core learning pathways and mix and match modules within them.
- Develop Mrs. Zircon, an AI chatbot for facilitators to assist with course building and content queries.
- Develop the managing change portfolios lesson and add it to the course offerings.
- Create base Mural boards for the systems and complexity modules and make them available for download.
- Implement and launch the explorer tool for course content with a feedback box for testing.
- Redesign the facilitator portal based on usage statistics to simplify navigation.
- Update the statistics page with the latest course attendance and cancellation data.
- Explore options for a point or credit system to gamify micro-course participation.

- Upload the video explaining the new course structure and learning pathways.
 - Continue working on the Enterprise Agile course content.
 - Finalize the hexi game kit for trainers who want to use it.
 - Consider adding chat functionality to individual course pages for specific queries.
 - Facilitators to review the new course structure and provide feedback once available.
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Summary

Jason's Trip and Auto Show Visit

Jason and Ro discussed their recent activities. Jason expressed fatigue due to a lot of driving during a week-long trip with his oldest child, which included visiting the auto show in Detroit and Niagara Falls. Ro found the auto show impressive. Jason also mentioned the indoor off-road tracks set up by Jeep and Ford, which he had previously experienced in Toronto. They both commented on the surprising number of visitors at Niagara Falls despite the cold weather.

Developing Learning Platform and Badges

In the meeting, Jason and Ro discussed the development of a new learning platform. They discussed the idea of having multiple badges for different courses, with the possibility of having a "full stack change manager" badge for those who have completed all the courses. They also discussed the possibility of using AI to guide users through the learning process. Ro expressed some confusion about the current system, where users were expecting to see all the badges in their backpack, but Jason explained that the system would be updated to show the progress towards each badge. They also discussed the idea of having a "learning pathways" feature, which would suggest courses based on the user's interests and needs. The conversation ended with Jason mentioning that he would be training AI to assist with the learning pathways feature.

Training Course Structure and Delivery

Jason and Ro discussed the structure and delivery of their training courses. They agreed that courses would be prepackaged sets of modules and lessons, with each lesson lasting around 90-120 minutes. They also discussed the idea of learning pathways, which would allow participants to take a series of lessons or courses to achieve a specific goal. Jason suggested that most people would prefer to take courses from a single facilitator, rather than bouncing between different trainers. They also discussed the possibility of offering recurring micro lessons, which could be used for refreshers or as a coaching tool. Ro expressed interest in this idea, suggesting it could be a valuable tool for those who have already completed a course.

Implementing Engagement Tracking and Badges

Ro and Jason discussed the implementation of a new system for tracking and rewarding participants' engagement and application of course materials. They agreed on the use of badges to indicate completion of specific modules or lessons, with the orange experimenter badge awarded to those who have applied the course ideas in practice. They also discussed the possibility of creating learning pathways that combine different

modules, and the use of a system to track and score the frequency of application of course ideas. Jason expressed his intention to move away from traditional two-day training courses and towards micro coaching and application-based learning.

Rebranding IC Agile Program Challenges

Jason and Ro discussed the rebranding of the IC agile program, focusing on the integration of the CAT and Ent content. They discussed the challenges of combining modules and lessons, particularly in terms of pricing and logistics for learners who have already taken some of the courses. They also considered the potential for overlap in content and the need for flexibility in course offerings. The conversation concluded with the idea of marketing the program to traditional change managers who prefer a 2-day format.

New Training Material and AI Bot

Jason presents a new training material view that organizes courses, modules, and lessons into credential paths like "Lean Change Agent" and "Full Stack Change Agent." He demonstrates how trainers can explore the relationship between different components to understand what is required to earn specific credentials. Jason also introduces the concept of a conversational AI bot called "Mrs. Zircon" that trainers can interact with to get support on course content, create customized workshops and learning objectives, and even generate credential suggestions based on the included material. Ro expresses excitement about these new features aimed at making the training experience more streamlined and personalized.

Training Platform and Course Attendance

In this discussion, Jason and Ro talk about plans for the training platform. Jason mentions providing core Mural boards for lessons that facilitators can access, with options for customization or using their own tools. He is considering replacing slides with Mural boards altogether. Jason also discusses adding a chatbot assistant trained on Notion content, offering self-study materials that can be bundled with facilitator-led sessions, and enabling facilitators to sell micro-transactions instead of full courses. Additionally, Jason shares statistics on course attendance and cancellation rates, indicating a reasonable rate and suggesting growing demand for change management training.

Micro Lessons, Marketing, and Gamification

In the meeting, Ro and Jason discussed strategies for running micro lessons and creating one event with multiple lessons. They considered how to market these events and ensure participants apply the material. They also discussed the importance of strict attendance rules to maintain the quality of the program. Jason shared his experiences with designing change experiments and the challenges of dealing with participants who were not ready to take action. They agreed on the need for a point system or gamification to incentivize participation. Jason also mentioned his plans to create base mural boards for the systems and complexity sessions, and the potential for trainers to use existing content without running the hexi games.

Training Material Progress and Feedback

Jason and Ro discussed the progress of their training material, which has come a long way since its inception in 2015. Jason expressed his dislike for the detailed work involved in creating the material. They also discussed the feedback they received from their initial courses, with Ro noting the directness of the feedback from European participants. Jason mentioned his plans to refine the explorer tool and redesign the portal based on usage statistics, aiming to simplify navigation and feature usage. Ro agreed with the need for simplification, acknowledging the feedback from their trainees about the overwhelming nature of the portal.

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