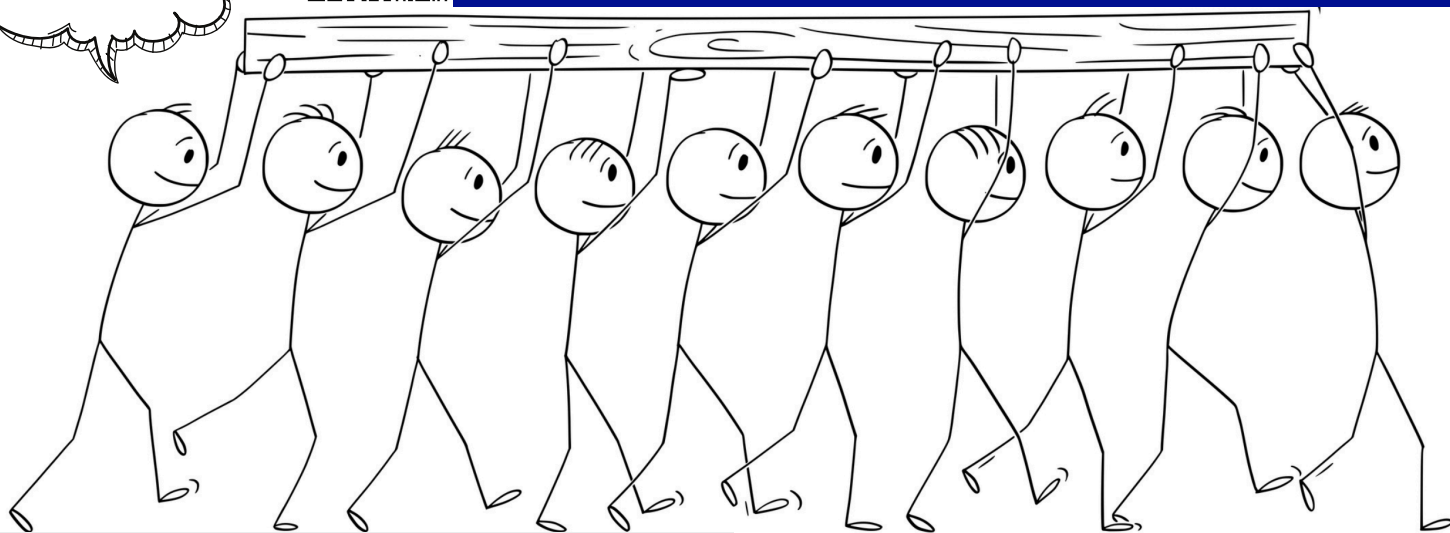




# Tips for Designing for *Collaboration* in Learning



## The 4 Principles of *Collaborative Learning*

### 1 Ruthless Relevance

- ✓ Tie activities directly to workplace challenges.
- ✓ Use real scenarios learners face.
- ✗ Avoid generic prompts that feel like busywork.

### 2 Design for Interaction

- ✓ Encourage debate, peer feedback, co-creation.
- ✓ Build structured back-and-forth exchanges.
- ✗ Don't settle for one-off posts or static comments.

### 3 Start Small

- ✓ Pilot a single collaborative activity before scaling.
- ✓ Prove value with a low-risk experiment.
- ✗ Don't wait for a full program overhaul.

### 4 Make It Visible

- ✓ Spotlight learner contributions weekly.
- ✓ Recognize insights, tie them to business goals.
- ✗ Don't let contributions disappear in a black hole.

## ➔ *Unlearn* and *Replace*

### ✗ Old Habit

### ✓ New Practice

Forum tacked  
onto a module

Co-create a living  
knowledge base

50-slide lecture  
video

Live problem-solving +  
peer voting

Counting  
completions

Measure contributions  
and shared outputs

Scale-first  
eLearning

Small, high-impact  
collaboration moments

## ➔ *Quote* to Remember

*"If learners leave smarter as individuals, that's good. If they leave smarter as a community, you changed the game."*