Percipio Demo Transcript

Well good morning everyone. I'm going to go ahead and get started. We might have a few others joining us here this morning. but I do want to be respectful of everyone's time. Seeing that we have, an hour together. And, with that, I do want to make sure we have time for you all to ask any questions that you might have as we go through this. For those of you who don't know me, I'm Debbie Lammers. I'm the assistant vice chancellor of learning and development, and, my team is responsible for providing learning and development opportunities across campus. And we also help, with a lot of the learning management system functions. I was a part of the group that did, that helped out with the RFP for the migration of the new learning management system. Both Katie, who is on here with me today, we both helped out with the test team from an administrator standpoint. And we are also trying to do a lot of work of understanding from a learner perspective what Percipio brings us. So there's a lot of really great new features out there from a learner perspective. There are things that are obviously different from a learner perspective. So we want to make sure that, individuals know how to access the things that are out there. So we're going to just give you a really a high level overview of things. We're going to dive into some of the more common things, that we've been having questions around and some of the uses. And as I said, we're going to give you some opportunity to ask us questions around what your experience has been and where you might be trying to find things, you know, based on the

kinds of things that you're doing within the system. So we want to leave plenty of time for that. And, to get us started, you're going to notice, to get into Percipio, it, in our last session, one of the very first questions we got was, well, what URL address do I use to get there? So I thought before I just jumped right to the Percipio main menu where Katie's going to start off for you. And I'll let her introduce herself when she jumps into the first part of the demo. I wanted to make sure everybody understood how to get to Percipio. And where that's located. So from the portal, when you get into the portal and you get to whatever your home screen is, configured at, they moved the tile to be in the training tile. If you do not have this tile on yourlanding page, when you go under, CU Resources. There is the training option here that will bring up this same tile here. When you click on that tile, it will bring you to what, all of the training options you have available. LinkedIn learning now Percipio, which used to be just, strictly skill soft. This is a help video for Percipio. And then the various other things that you have available to you. Once you click on the Percipio tile, you will be brought to your home page, which is right here. And with that, I am going to turn it over to Katie so that she can introduce herself and get into the very first part of our demo. And I'm going to, be the driver of the screen while she goes through the demo. All right, Katie, I'm going to turn it over to you. Okay. Hi, everybody. my name is Katie Hamburg, and I am the program specialist for the learning and development team. So what Debbie and I are going to do today is take you kind of just through that left hand menu in order from home all the way down to AI simulations. And we're just going to

go over the different, capabilities and options that you have with this new learning management system. So like Debbie said, once you enter , Percipio the first time that you log in, you are going to actually see instead of this homepage, you're going to be prompted to take an interest survey. So you just go in and you tell the system 4 or 5 different things that you are interested in learning in. And then once you get past that, you'll get taken to the homepage. And the home page is a dynamic page, and if we scroll down a little bit. We're going to see that Debbie's homepage is populated with the items that she indicated that she was learning. Interested in learning more about in that interest survey. The home page is meant to be a dynamic page that changes as you interact with the system. And so as you interact more or you take, or you let the system know what you're interested in learning, it's going to populate that home page with the things that it thinks that you would be interested in seeing more of. So this home page is really just meant to be a, hey, here's the resources that are offered in Percipio and some things that we think that you would like to learn more about. So we're going to next go to the library. And the library is really where you are able to find any resource that is available in Percipio. We're going to first jump in that first section, and click on the CU Anschutz button. And the CU Anschutz button is going to take you to any trainings that have been created for faculty and staff at CU Anschutz. so this is where you can find the compliance trainings. But we're going to scroll down a little bit and we are going to show you, the instructor led trainings. This is where all of our learning and development courses are housed. So the instructor led

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training and then we're going to click on the human resources tile. And these are all the instructor led trainings, the live courses that you can participate in. And it's all, most of it is professional development. All of the stuff that we do within the learning and development department is professional development. And so how you end up signing up for a course that you're interested in. You click on the course and then you go to the bottom. And if you see down there in the lower right hand corner where it says register. That is how you register for a

class. Now, if there are five or fewer seats available in that class, it'll say going fast, register soon, or it'll give you some sort of warning that the class is getting close to being full. but then if it is full, instead of that register button, you will see a waitlist button. And so you can click and sign and get added to the waitlist. And then if somebody declines or withdraws from the class, you automatically get added into the class, in the order that people got added to the waitlist. So I'm going to pause right there really quickly. Are there any questions that anybody has over the homepage or, signing up for classes? And you can come up to you or put it in the chat. And, Shauna, we just had a question. When we're will be live. Percipio is live right now. So yeah, it is. It went live, at the beginning of last month. So I have a question. when you do that survey for interests. Yes. You know, interests evolve. So, there's a way to to when you go into to update your interests later on, I believe there is I Debbie, do you remember where the where you can update your interests survey? So if you are speaking to us, you are on mute. I've got to see if I could move my my screen around a little

bit. Well, maybe if you wanted to put that in the chat later or something, I'd just, you know. Yeah. There is a way and I. Oh, right here. So based on your selected skill interest here, it says edit skill interest. You would just go in there and edit what you're interested in. And then it will update it to whatever you change that to. So if I was to go into here right now, you could see everything that I have highlighted in blue are my interests. If something changed, I can go ahead and change into different areas and then hit next and it will continue to ask me questions so I could move around what I how I want to change that. And then going forward my options will be different. Thank you. You're very welcome. Okay. Any other questions that we can answer before we hop back into the library? Okay, so yeah, we'll keep going. so we just showed you how to sign up for live classes. but Percipio has tons of resources that are available. so, Debbie, if we go back to the home page or the library home page. We scroll down a little bit. The library is where you get access to any resource that is available in Percipio. So they have their resources broken up. And this is includes CU resources as well as any resources available um through Percipio. But they are broken into skill areas. So let's say you want to learn more about leadership and development. There's a leadership development program powered by MIT and SMR. That is, if that is something you are interested in learning more about, you can click on there and it'll pull all the resources that are related to that topic. And like I said, it could include CU resources that have been curated for CU faculty and staff. Or it could just be a list of Percipio created courses, podcasts, audio books. There are tons

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of resources that are available, within Percipio and so it it is broken into in that section, some of the more popular, learning topics. But if we keep going down, one of the other awesome things is that they have certification preparation materials. And I'm not actually going to go into that because there is a whole menu where these, certificate preparation options are available. And Debbie is going to go over that a little bit later. So we're going to keep scrolling. And one really amazing, opportunity within Percipio is that there are now the opportunity to take part in these curated learning paths. So, for example, Debbie, if we click on the Aspire Journeys for Business Skills, the one that you're on. this is a curated set of materials that takes you through a learning path from beginning to end and helps you learn more about whatever topic. So, for example, if we click on the content strategy and curation journey. This takes you through from beginning to end and building on competencies, building on skills, and it takes you through an entire curated path to learn more about that specific topic. So it's a really awesome learning opportunity, to get really specific in what you want to learn more about. And like I said, we're taking you into one of these topics. There's many, many different topics that are available through, Percipio. So we really encourage you to come in and, look more at what's available than what we're showing you today. Okay. So let's go to the next menu item, which is the What's New section. And this is where Percipio is going to publish anything new that they have added to this system. So again, you'll be able to find these, options in other places in either in the library, or in the other menu sections. But this is just where Percipio is

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letting you know what's new within the program itself. So we just are telling people, come in here every so often, check out and see what's new. But if you if you are looking for an option here, it might not always be here. So just know that this menu, is meant to change and it changes often. So, yeah, we encourage you to don't rely on this too much because this is something that, that is changing often. So if we go to the next section, which is my learning, this is where you can see, either the classes that you've signed up for or you can see your learning history. Let's first go into the programs tile. And the program's tile is really awesome because this is where you can sign up for learning programs that have been curated by, for CU Anschutz faculty and staff. So that first one, the Continuous Improvement Foundation Certificate program. This is one that is managed by our learning and development team, and it's a series of three courses where if you take those three courses, you get a continuous Improvement Foundation certificate from our team. So again, these are curated, learning paths that are meant for CU Anschutz faculty and staff. And there are many options here, and all you have to do to enroll in the program is click that black enroll button over on the side. Now if we go back to the my learning menu. The next tile that we see is the live learning. And this is where you can see any class that will be happening in the future. So if you ever want to come in and see what you've signed up for. This is where you would navigate to to see what you have coming up in the future. Now, if we go back to the My learning, landing page, the next tile is the learning activity. And this is where you see your historic learning. So what courses have you

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already completed? And just so you know, the, the systems office right now is working on getting all of the historical data from skill soft, moved over into Percipio They started with just the compliance based courses. And so if you've taken many courses, if you took many courses in skill soft and you don't see those in your Percipio menu, it is okay. They are still in progress. And getting all of that data, rolled over to the new system. It was a massive amount of data. And so it's going to take a couple of months to get that data uploaded into this new system. But what you'll see for right now is any compliance courses that you've completed and any new things that you have done in Percipio, but you will also see this grow if you've completed any other learning in skill soft. Now, one of the really awesome features of Percipio is up at the top. If you, click the external learning. So let's say you take a, professional development course through an external source that is not Percipio. You can actually upload that course into Percipio by clicking the add external learning button. And all you have to do is add the information, and it keeps track of all of your professional development in one place. So that is a brand new feature in Percipio that, it could be if you if you participate in professional development in other areas, this is a great place to keep track of it all in one place. So I'm going to pause right there. What questions can we answer about anything that we've covered so far? Yeah. Barb asked if we could show the navigation to the instructor led courses. So that is where you click on library. And CU Anschutz. And then you scroll down to the instructor led training tile. And then these are the different areas that provide instructor led courses. So there's the finance

tile, the human resources tile, which is where all of our learning and development, courses are offered. and then you see the rest of those listed there. Any other questions that we can answer? Okay, so, Debbie, I think we're ready for you. Okay. Thanks, Katie, so much. Okay, so Katie went through, part of this. I'm going to take us through some of the rest of the, the menus that we have available. So, as Katie talked about, you know, when you're in the library, you could see certifications, but from this menu you could also go to certifications. And these are, it's not that you could actually take the test for the certification, but what you can do is prep for the certification. And these are the most commonly used certifications that are out there. And there are three that I know within the university. There's probably more. And there might be more of these on here that I'm aware of. But there are three that we commonly get asked about. There's comp Tia. There is the HR Certification Institute and there is also the Project Management Institute. Those are three very commonly, used certifications that individuals come to us and ask if we have any sort of prep classes or anything that individuals can do in order to be ready to take their certification classes on those. All of these are free. So I'm going to go into the HR Certification Institute. So in this one, what this allows an individual to do if you're getting ready to, sit for the PHR or the SPHR, either one of those two exams. These both of these have the ability for you to go in here and take a course or several courses on these and then take the test, which is basically a precursor to the actual test you would wind up taking for that certification. So that allows you to come in here and retake the test in

different areas over and over again until you're comfortable. So before you go actually sit for and pay for the exam. You could feel comfortable that you have a really good shot at passing that exam, because most of those exams are pretty expensive. And you as an individual, we have to pay for that. So it gives you the opportunity here to actually prepare and prep for it, versus paying for preparatory class and taking the test at your leisure. And, you know, seeing how you score through that. So the certifications are really nice. you could watch them. You have the ability to go in and actually, read the books. You have the ability to look at the all in one exam guide. It also has study guides out there. So there are quite a few resources out there. And then as I said, you have the ability to take the prep tests out here so that you have the ability to, you know, practice as much as you would like before you actually go and sit for the class. So those are out there, which is a really nice addition. and they're fairly updated. The other really nice feature, which we did not have before is what's called the skill benchmark. So either as an individual contributor or as someone who might, manage individuals, we have the ability now, and I'm going to go into this. Leadership development one. And you have the ability to do, what they call benchmarks. And these are based off of competencies. So depending on what area you're looking to develop your skills in, whether it's based off of off of an annual performance evaluation, and you've put a development plan together for yourself or for someone on your team. You can go out here and look at, well, what development areas would I want somebody to look at? So as you could see, I went out just so that I would have something

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to I want I wanted to see how I would score, but to, to be able to show when we do these demos, what does this look like? So as you can see here, I scored a 96. There were in this particular category itself, there were only seven questions. And it tells me to update my to update this in 18 days. So basically what this allows you to do. You do the seven questions or however many questions are in that category. Depending on which ones you get right, which ones you get wrong. It will then give you a score so that you understand what your level of skill is at, and then for anything that you were, lacking in, it will give you recommendations based off of, Percipio titles, not any of our Anschutz based titles, but Percipio titles. It will give you recommendations of things that you could do and how long it will take you to do those. So this gives you the ability to go ahead and practice or go take a course in regards to that particular topic. Depending on what it was that you scored in. And then it like I said, it tells you to go back and do it in 30 days. For any of you who've taken any of our courses, we always tell you when you're learning a new skill. Practice it for 30 days. Reevaluate yourself. See how you're doing. Continue practicing again for another 30, 60, 90 days. It takes us that long to change a habit, and to enhance our skills. They go by the same concept of the 30 days. So this is a really great feature to use when you're, you know, looking at skill building, like I said, for not only for yourself but for those around you. Before I talk about the simulations, I'm going to also pause and ask, are there any questions about certifications or skill benchmarking? I don't see anything. These AI simulations. This is another really handy feature is this allows you to again.

This is a really great practice. So if any of you have ever attended crucial conversations, one of the things we always, tell people to do is practice that conversation before you have it. This allows you to practice conversations before you have them. I'm going to go into this leadership simulation here. What this allows you to do. Is to actually practice a conversation you're going to have. If you need to have a conversation around something with someone, such as coaching and under underperforming employee, you can go in here and you could actually practice by either typing how the conversation would go. You could type your script in, it will give you recommendations, or you could actually speak the script that you're going to say. And it will then again give you recommendations on how well you did with that and what you might want to try differently with it. So it gives you that opportunity to practice in a safe environment with the AI coach, to help you craft the conversation that you want to have. So you could try various things to see how the person might react on the other side, what they might recommend as far as how the tone is coming across all of those things. In order for you to have the best possible conversation or interaction that you could potentially have. So really, you know, another great way to develop and enhance your skills when you're looking at those kinds of things. So those are those, you know, those three, areas there. Again, you could, you know, find those from your main menu. Here's the skill benchmark again, our live learning recent training. So anything you've recently done it's you know, you've got a variety of ways that you could find these things. at the top of your screen. You also have a few other things.

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You have my achievements, which will tell you how many certificates you've gained, how many completions you've done, and then it also will give you some information on what you've done by day. It allows you to set a goal much like LinkedIn. In LinkedIn learning you have that ability to say, I want to do 30 minutes of training a week or an hour's worth of training a week. You could do the same thing here. The notifications button will give you notifications about anything that gets assigned to you. So like your annual training, any compliance training you will get notifications or if there systems notifications that go out, you will get notifications there as well. The other thing that you will receive is, after you've gotten your interests set up. You will receive email notifications that says, hey, you might be interested in these things, much like you get from LinkedIn learning. so you will be able to watch out for that as well. And, you know, coming soon from our team, we will be moving new employee orientation in Q1 of 2025 over to Percipio. So it will be housed here as well. And all of our, invitations for any of our instructor led courses will all be managed out of Percipio. So watch for information in our newsletters and our Percipio updates in regards to, all of that as well. So we've got plenty of time. We usually it usually takes us about 30 minutes to to get through things, and then we really like to leave it open to for all of you to ask questions about anything you've experienced, things that you would like to know about. So I'm gonna open it up to the, to those of you here on the call to see what questions you have. Hi, Barb. Hi, there. Thanks for leading us on this newest, application. So am I'm in, instructor led, instructor role, and I work with Holly day, and I know Holly's

already gotten very familiar with Percipio, but I guess my question is, like, does Holly have special, like, administrative rights to go in and add these courses? I mean, is there some, you know, role that you have to have? In Percipio to be able to, you know, put content out there. Yes. So if you'd notice on the top of my screen here. So what we showed you was here at the top of my screen, you notice it says switch to admin view. So for those of us who have dual roles we're a learner and an admin. And I'm going to switch over here. So you could just get a little flavor for that. And Holly does have this. And we were on a call the other I think just yesterday or Monday actually, because today's only Tuesday, yes today is only Tuesday. And we as admins. And if you have an admin role, if you've gone through the training, if you haven't yet done the training, they won't assign you the admin role. But as an admin, you have the ability to go in to what's called the content. And here's where we get to manage all of these classes and stuff. and add the different what we used to call sessions. They're now called classes. So the main level is a course. And then when you open them up it will show you what classes are, what date the classes are and to manage those kinds of things. So yes there are two different roles. So okay. Yeah that makes sense. Thank you. You're very welcome. Thanks for asking that. And Shawna, it's it's the question is, is do we get email notifications when training is ready and when it is due? Yes. So when, you get, when the compliance training is assigned to you, you will get a notification that the training has been assigned. And because it has a due date it will give, it will send out notifications every so often telling you that

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it's getting ready to be due. And the closer it gets to the due date, the more frequently you're going to get a notification. You're like seven days, three days, two days. So yes, you will. You will see those notifications, and have that ability to know that you've got training due. Great questions. Oh, you're very welcome. What other questions do you all have? We're definitely excited about the look and feel. Definitely much, much nicer, easier to get around. Some newer features, does take a little bit getting used to and trying to find things. Things are organized a little bit differently, but definitely has some some great aspects to it for us, which I and as Katie had said, you know, watch for that. What's new, because we do intend to continue to add new features as, we get as we get the bare minimum or the standard things working. We'll continue to add more things to that. so you'll keep an eye out for that. And, you know, keep an eye out for the information that we send out, because we're really trying to keep everybody as up to date is absolutely possible on on what's going on. Other questions from anyone. I'm going to need to spend time. This is like candy store. Yes it is. Right, right. It is. It is definitely like. It's like, what else can I go find? What can I explore, what it try and see what it does for me. I know I've, I haven't tested the simulation. I've tested the simulation a little bit, but I haven't really tested Katie's that gone out there and done some. A few other people on my team have done that. I've been trying out other things to become familiar with some of the things. And yes it is. It is neat to see what's out there, especially some of the newer features that we didn't have before. And there are actual books out there in the books are actually up to date books. Right? So when

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you when you look at the possibilities of what you have and I'm like this fanatical person about books, I mean, I do like to have the touchy feely and I like the touch, the books, but it's also nice to when I'm sitting here doing things. It's also nice to have access to an audio book as well. So depending on what you select as your skill interest they also bring. So this is the book book. This is an audio book. and they're from a variety of sources and authors which I really like. And they're not, you know, and it gives you an idea like this audiobook, it's going to take three hours and 30 minutes and 43 seconds to get through. I guess unless you put it on like 1.25 and then they sound like chipmunks, but, you know, whatever you decide, whatever, your interest is. So it's. You know, there's some really great things to be able to, you know, depending on how you like to learn. You have various ways of accessing things, which we didn't have before. And I, you know, in in the old skillsoft, I honestly, I would not refer people to much of this stuff there because it was outdated. And now we have something that is much more, robust and up to date in my mind. So I'm happy to send people here as well as to LinkedIn learning because I think they can bring two different kinds of things to the table. Anything. Anything else? I mean, if you do come across any questions as you're playing in here, as you're trying to find things, please always feel free to reach out to us. Katie is becoming our expert in this. And, you know, she's our high level administrator. To be able to help and answer questions and getting the things set up. She's she is our go to person for sending out our newsletters with all the updated information. So please reach out to our HR training registration email

address. And we are happy to help you out and answer whatever questions we can and get you pointed in the right direction. So, you know, please feel free to reach out to us. But with that, Katie and I will be on for a little bit. If anybody has any lingering questions they want to ask individually, we'll be on for just a few more minutes as we, just kind of wrap up. But if you don't have any questions, thank you for jumping on the call. We appreciate it. And, as I said, we'll do more of these and, try to keep, you know, information coming as we learn more. So thanks, everyone. Have a great rest of your day. Thank you.

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