



Building and L&D Course: Macro vs Micro Learning

Providing the learner with a strategy to make good decisions around balancing broad topics

Macro learning

Macro learning (Big Picture):
Comprehensive learning on
a topic or concept

...how your team members think
...addresses longer terms needs
...content is key, but also context

Micro learning

Micro learning (Into the
Details): Learning about very
specific things

...what your team members do
...addresses immediate needs
...all about the content

How to Blend Macro & Micro content?

Conduct a Robust Training Needs Analysis (TNA)
Design a Blended Learning Strategy
Use Practical Blending Techniques

- Flipped Classroom Model
- Micro Learning Follow-ups
- Performance Support Tools
- Blended Learning Pathways
- Leverage Technology for Delivery and Tracking
- Continuous Evaluation and Feedback