## Curator Playbook





# Table of Contents

1 Feature Overview

- 2 Using the Tools
- 3 Curation Use Cases
- 4 Curation Best Practices



# 1 Feature Overview



## With the curator role, you're able to easily create, share, and track success of your learning and training programs.



#### Create learning content

Upload internal content and curate custom learning paths



#### Share content

Connect your content to the colleagues that need it



#### Get insights

Measure the success of your programs with insights on views and completions

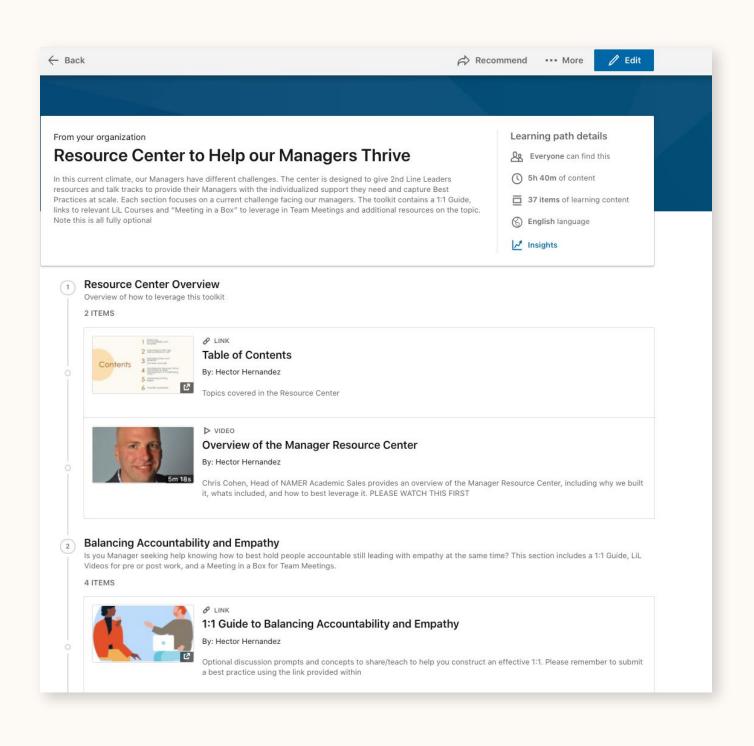
44 curators from the beta program rated the curator feature

8/10

regarding likeliho od to recommend to a colleague



### Easily upload and arrange content into an intuitive, engaging format.



#### When creating learning paths you can...

- Blend LinkedIn Learning and internal custom content
- Handpick specific videos from courses
- Group content into sections
- Put content into an order
- Add descriptions for sections and pieces of content

"Before I could create learning paths, I would have to gather links and then manually create an email or a 1-pager which would take a ton of time. With this role, I can present content in a useful, nice format and it takes no time at all."



Program Manager
Curator from beta program

We have a huge need for learning paths. Any way to make this easier and less time consuming is a positive thing. It allows me to quickly and easily communicate new training material with my global team."





Understand the impact of your trainings with deep reporting on learner engagement and completions.

Daily Unique Viewers Since January 30, 2020 - April 28, 2020 in LEARNING Back to Learning home + Add ▼ Check out how your content has trended over the last 90 days with unique viewer counts Recommendation History Detail **Product Market** Hire Onboarding HR and Digital Transformation Add due date **Business Develo** for Marketers Martha Brady 7/15/2020 Add due date 7/20/2020

See who has completed and is in-progress with your content

"I'm not used to seeing any statistics out of my current tools. LinkedIn Learning beats SharePoint, email, and Google Docs on reporting and analytics – I can get so much more out of LinkedIn's tools!"



"The #1 benefit of this tool is tracking. I love that I can see how much engagement and usage there has been with my learning paths and custom content."

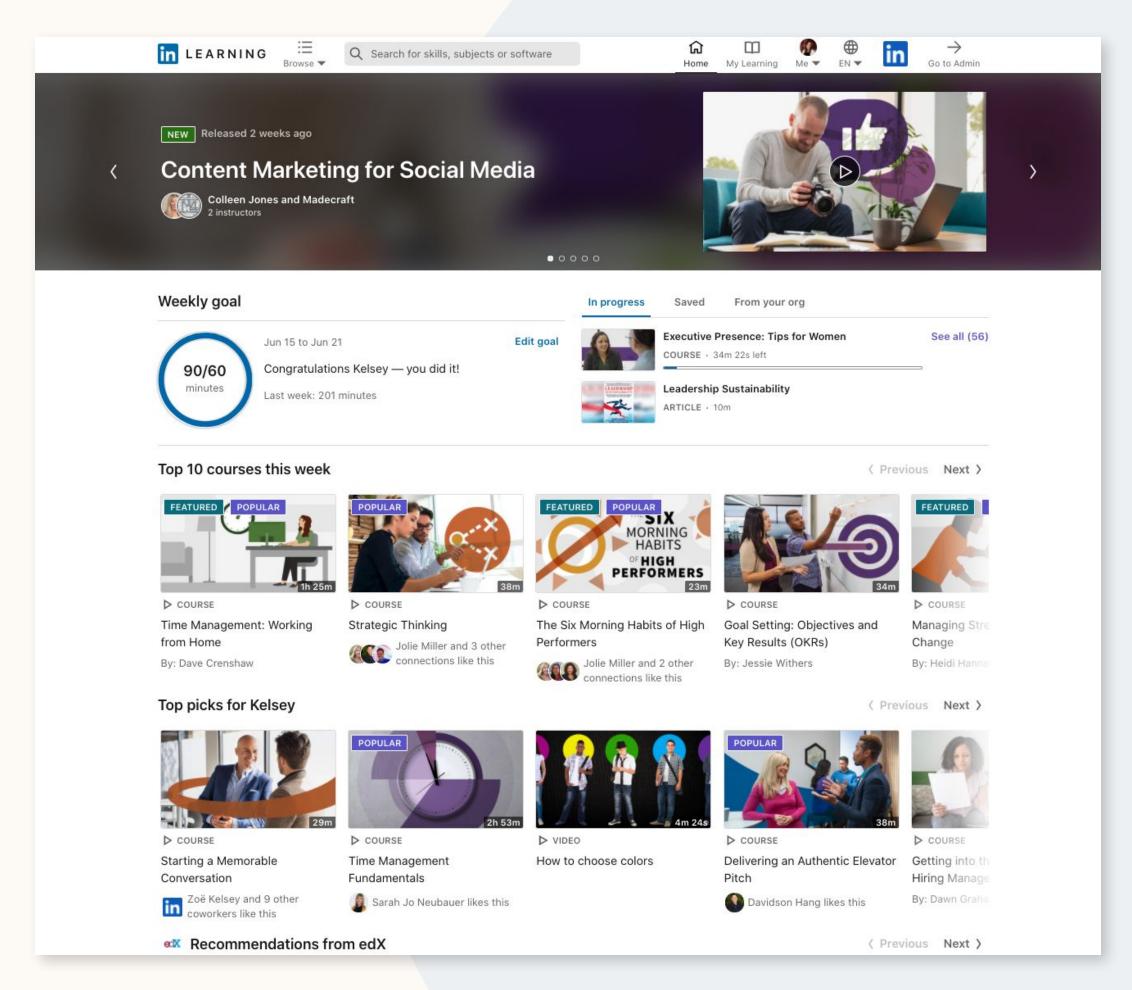




# Consolidate all your content on one platform so that everyone can always find it.

"We tend to give training once and not have it saved somewhere for future viewing, so this is a good way to create a training database for new employees who were not with the company when important training was originally given. It's easy for them to have one place for everyone to go to. I also like that I can keep all of my curations organized in one place in my library."





Because your curated content will live within your org's LinkedIn Learning library, learners will know where to access it.



# Using the Tools



After you're assigned as a curator, you'll receive an email.\* Clicking "Get started" will take you to your LinkedIn Learning homepage.

\*If you don't receive the email, you will still be able to access the curation tools from your homepage.





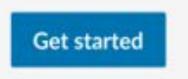




Flexis, Co

#### Hooray! You've been selected to create learning content for your team

You can now connect your team with the learning content they need, all in one place.



Español | Français | 日本語 | 簡體中文 | Deutsche | Portugués



#### Create custom learning for your team

Build or upload the learning content your team needs, from onboarding to topic deep dives.



#### Share with the right people

Connect anyone—or everyone—to the content they'll find most helpful.



#### See what's working

Get insights into how many people are viewing your content.

Get started

# You can now start creating and sharing content!

#### Step 1

Click on the "Add" button at the top right of your LinkedIn Learning homepage.

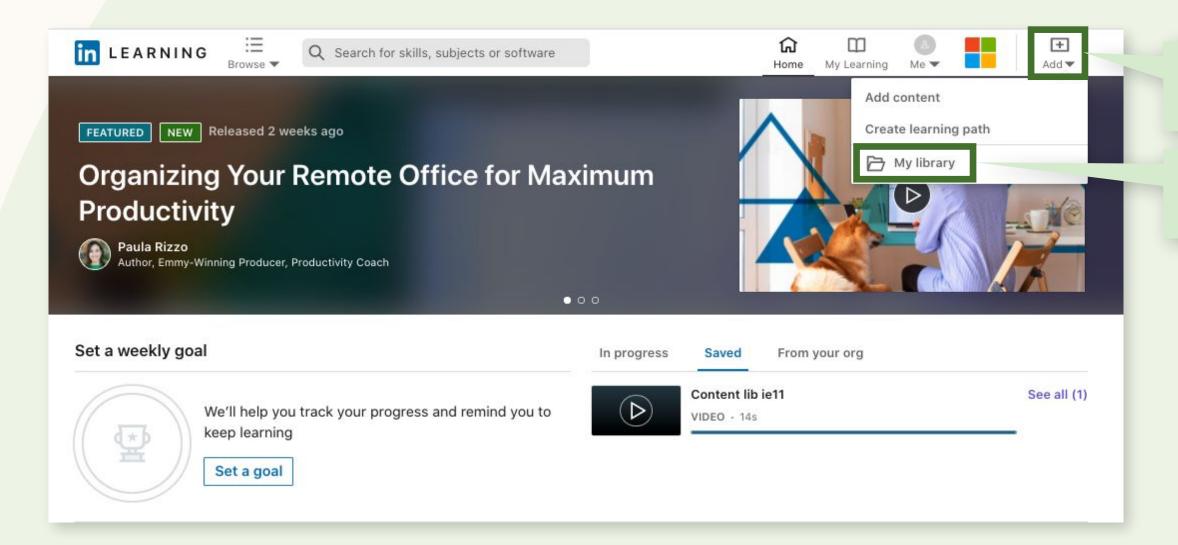
#### Step 2

On the menu, click "My library" to be directed to your curation library.

#### Step 3

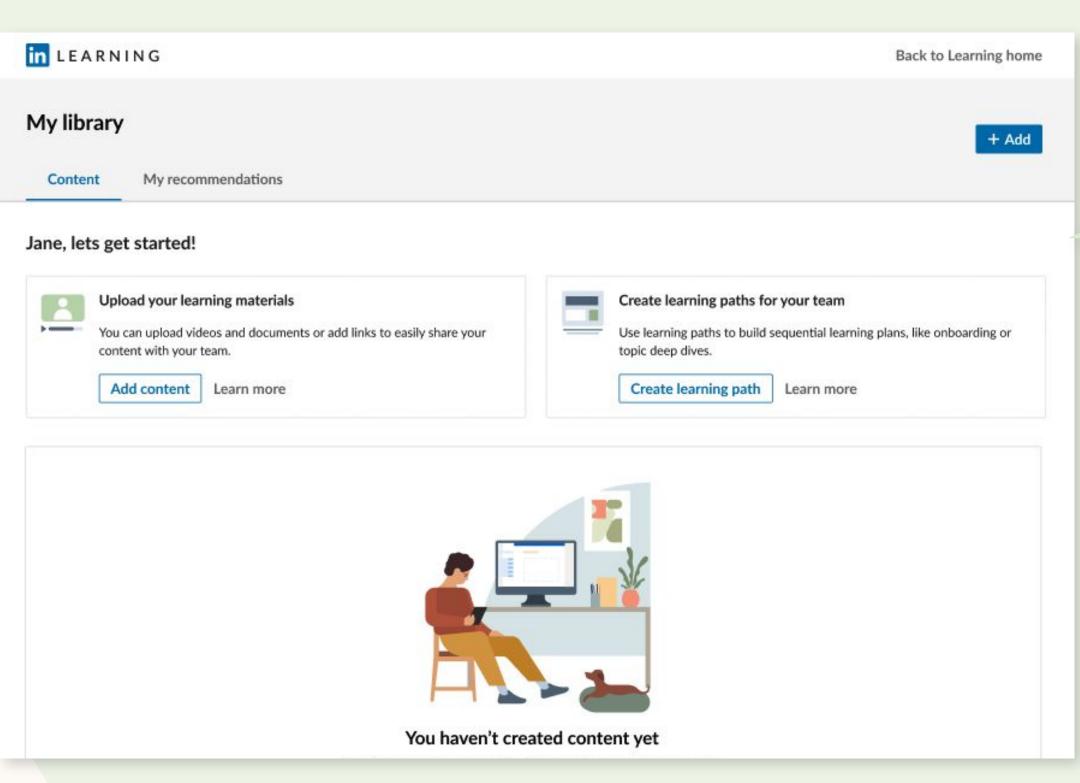
Now, start uploading and curating customized learning paths for your team!





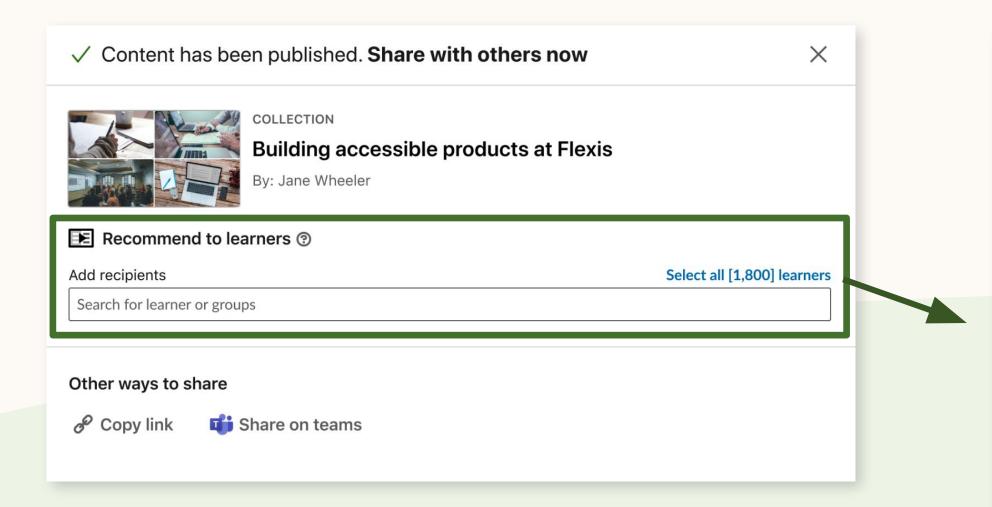
Step 1

Step 2

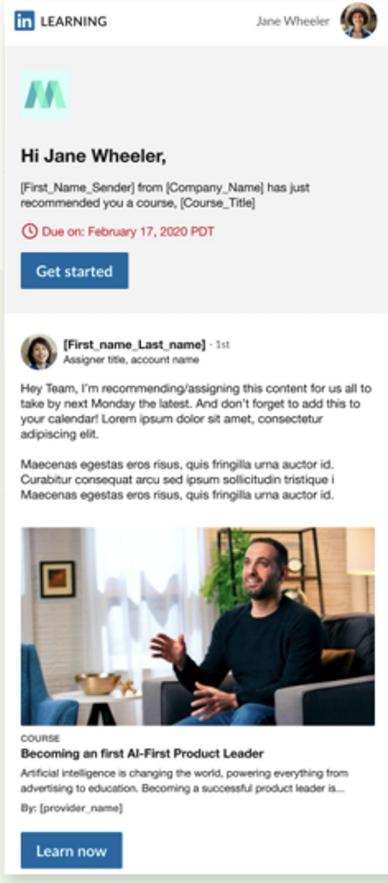


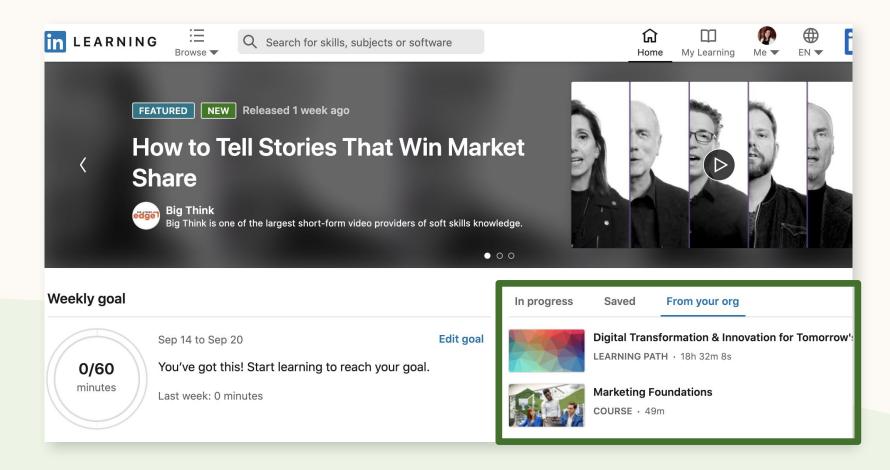
Step 3

## Recommend your content to trigger an email notification to your recipient(s) and highlight the content on their homepage.



You will have the option to add a customized message and due date.

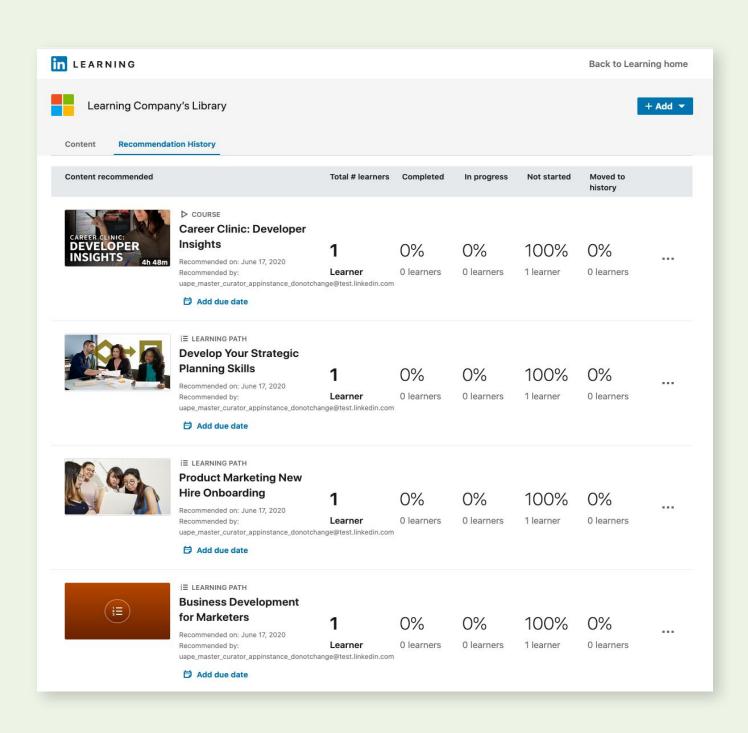




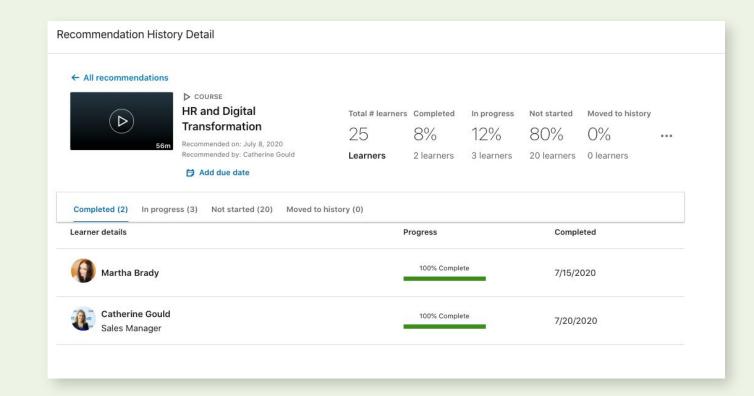
Recommendations will appear in the "From your org" section of the recipient's homepage.



Recommending also gives you access to deeper insights like learner-level in-progress and completion data.



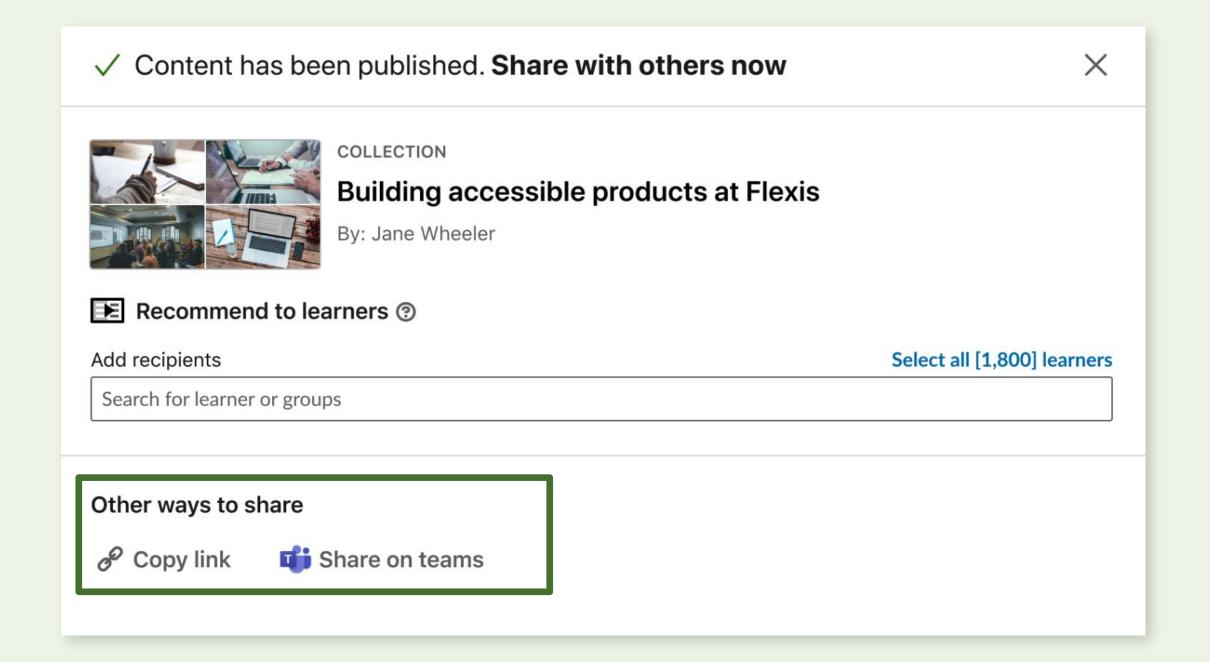
After you've made the recommendation, check out how many learners have started and/or completed your content in the "Recommendations" tab



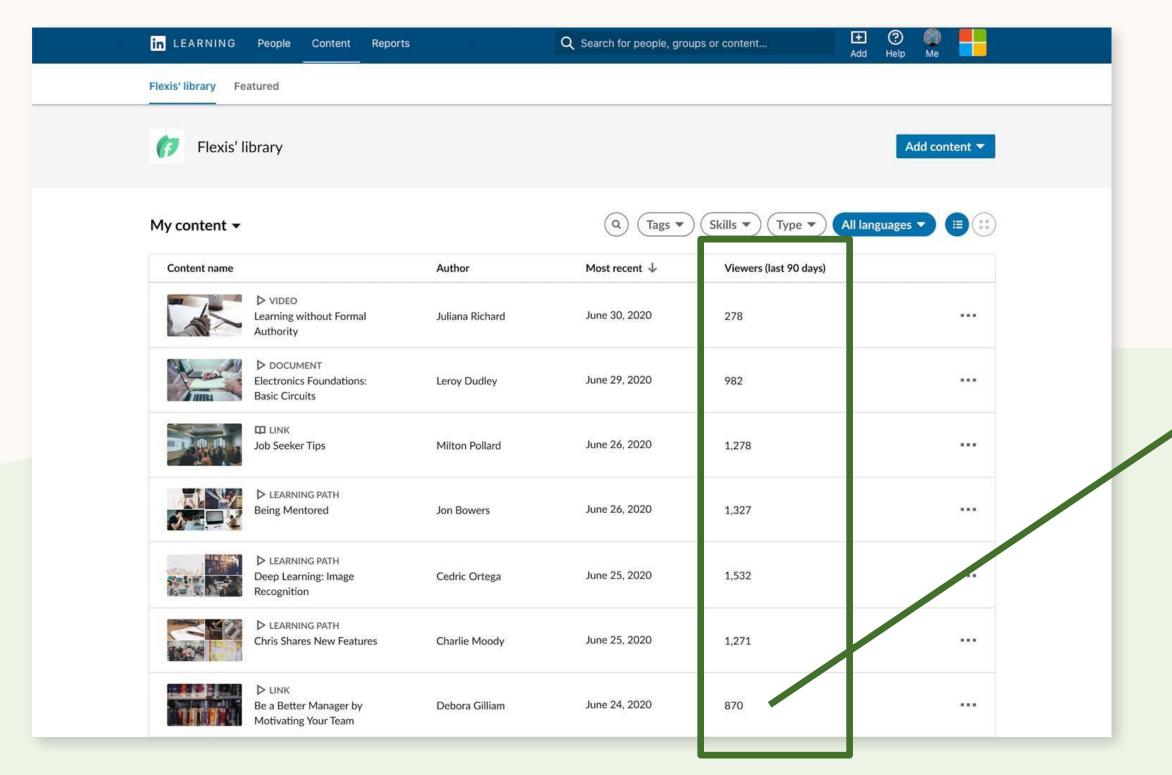
Click into the piece of content to understand the progress of individual learners



Along with recommending, post the content URL on relevant internal platforms to maximize reach.



### After you've shared content, monitor views on your library page.



See how many unique learners have viewed your content in the last 90 days



Click on a viewer count number to check out content trends over time

Each month, you'll receive an email with insights on the impact you're driving at your organization.

You can see how many total viewers your curated content has driven so far, along with your most popular content.







You're a learning champion!

190

People have viewed your content

Jane, the content that you created drove learning for 80 colleagues over the last 30 days. Keep it up!

See more insights

Your most popular content this month



LEARNING PATH

Master In-Demand Professional Soft Skills

132 viewers

⇔ Share



Communicating during Times of Change

103 viewers

⇔ Share



Improve Your Interoffice

89 viewers

A Share

Politics Skills



VIDEO

Diversity, Inclusion, and Belonging for All

52 viewers

⇔ Share

Go to library

#### Relevant Help Center Articles

- Creating a Learning Path
- How to Use Discoverability Controls
- Uploading Custom Content and Links
- Understanding Content Viewer
   Counts
- Getting Insights on Recommended
   Content

#### Have more questions?

Visit the Help Center to see more help articles and contact support.



## 3 Curation Use Cases



#### Corporate Use Cases by Role

#### Onboarding

- Program Manager
- HR Associate
- Sales Readiness
- People Manager

Onboarding: Training designed to onboard employees onto a new role, department, or process

#### **Continued Training**

- Program Manager
- HR Associate
- Sales Readiness
- People Manager
- Subject MatterExpert
- Individual Contributor

Continued Training: Ongoing training designed to support team/department goals.

### Information Synthesis

- Sales Readiness
- People Manager
- Subject MatterExpert
- Individual Contributor

#### Information synthesis:

Integrating content from disparate sources into a coherent whole



#### Program Manager

Other titles include Learning Coordinator/Lead, Training Specialist, Project Manager, Quality/Process Improvement Specialist, IT Specialist, etc.

Individuals in the company that have a **role-based need** to curate training/learning programs for a specific function, department, business unit, or region.

- Onboarding and upskilling programs
- On-demand training for a new technology and/or software (e.g. Skype, Teams, SQL, Python)
- Continuous training programs to drive skill development in:
  - Leadership and manager development
  - Software migration training
  - Operational excellence
  - Performance development plans

"I am working on a quick virtual training for an Agile Scrum framework. Using a learning path, I can make the training ICF-specific. I love that I can make it our own – that is super helpful for me."



Sr. Quality & Process
Improvement Specialist
from ICF Consulting
Curator from beta program

"I create weekly teaching moments in a learning path style. I used to share links, but this is much easier to create training for a department or expanding to a wider audience. Being able to upload content and create a weekly training schedule has been the most valuable to me."





#### HR Associate

Other titles include HR Business Partner, HR Manager, Talent Coordinator, Talent Partner, etc.

HR professional that builds HR agenda and processes, global initiatives, and content that support organizational HR strategic goals.

Custom learning paths on talent management processes including:

- Employee performance reviews
- Manager development
- Leadership succession
- Promotion/compensation initiatives
- Hiring & firing trends

On-demand learning paths on timely initiatives:

- DIBS (Diversity, Inclusion, and Belonging)
- Remote work tips
- Mental health and wellness
- Mentorship

"I created a learning path by blending our internal training (recorded conference call+ slides) and LinkedIn Learning content. I shared the learning path with my peer HRBPs and the HRMs and received rave reviews. I found the process to be quite seamless and really appreciated the option to assign the training to others with a due date. Everyone I shared the path with was eager to become curators as well. We have so many ideas on how we can continue using this feature."



#### Sales Readiness

Other titles include Sales Enablement Manager, Trainer, and/or Sales Operations

Individual that focuses on building onboarding and upskilling content for sales teams on products and processes.

- Virtual new hire onboarding and ongoing training, sales coaching, and assessment/certification programs
- Pitch decks, product FAQs, talk tracks, ROI calculators, best practices, and other assets to enable the field
- Pre and post work for Instructor Led Training sessions

I love creating short
training snippets and
putting them into a
learning path, so that
people are easily able to
select which training pieces
they need to view instead of
having to watch the entire
course if they don't need
to. It's also great to be able
to mix videos, articles and
links.





#### People Manager

Manager/supervisor that supports a team of learners and plays a consultative role in their career development.

- Creating tailored learning paths for direct reports to help with career development and upskilling
- Paths to onboard new team members, e.g. "Product Marketing Toolkit"
- Curated learning path of recommended courses that share valuable team principles and insights on leadership style, e.g. "Sarah's Top Course Recommendations for Team Dynamics"

"I love that we're able to add material that isn't from LinkedIn to customize a path for our team. We do a lot of self-development on our team, so it's nice to be able to create a path that's a common theme on the team and track the involvement."



#### Subject Matter Expert

Individual that has domain expertise in a specific area and enjoys sharing his/her knowledge across the organization to benefit the rest of the business.

#### Examples:

- Finance Director sharing revenue targets and other metrics with C-suite and leadership
- IT manager sharing best practices on security protocols/ technology services with new employees
- Data analyst sharing customer churn analysis and industry trends with his/her team
- Product leader sharing "How to be a PM" tips & tricks

"LinkedIn Learning makes it simple to pull together resources and share quickly. The curation tools provide a much more polished and tailored approach than sending links or emails."





#### Individual Contributor

Individual that wants to showcase his/her knowledge to gain visibility in the organization and/or to aspire to a leadership role.

#### Example:

• Launched new project and wants to share what they've learned with the team such as a winning sales pitch, successful product launch, unique customer success story, or a best practices on a topic they are confident in

"This tool helps me to standardize and share certain on-boarding and other helpful information with my team and whole department in an easy-to-use and easy to track format."



**Sr. Compensation Analyst**Curator from beta program

#### Higher Education: Professor

Instructor that creates a custom curriculum for their students.

- Learning paths to supplement existing course curriculum, organizing sections around syllabus structure
- Customized learning programs for different students (beginner vs advanced, various subject areas)
- Curated research to showcase to students and the public

"I only have access to the VLE at the university and that has limited functionality when it comes to adding video links. LinkedIn Learning was much easier and more user-friendly. It is intuitive in how you curate content."



Professor at the University of Leeds
Curator from beta program



#### Higher Education: Career Coach

Individuals that provide career-specific coaching and training to students to assist them in finding a career post-school.

- Job-seeking training for students on various career paths and associated skill sets
- Learning paths to inform students on interviewing tips and tricks

"I believe sometimes the information and offerings can be a bit overwhelming for students and having a learning pathway ready to go can make students' lives a lot easier.



Career Coach at the University of Houston Curator from beta program



### Higher Education: Student Champion Student that is passionate about learning and has a

Student that is passionate about learning and has a desire to create and share learning programs with his/her peers.

- Relevant learning for fellow students
- •Curated content to help peers prepare for an exam or paper such as a recap of course and highlights of most helpful material

"It's so helpful to be able to integrate custom content, LinkedIn Learning content, and external learning links all in one learning path in one platform."



4 Curation
Best
Practices



#### Choose the best content

Consider these 3 factors before searching for content:



### Who is your target audience?

Region, Business Unit, Team, Department, Function?



### What is the learning objective?

Behavior Change, Skill Development, Info Synthesis?



### How long should content be?

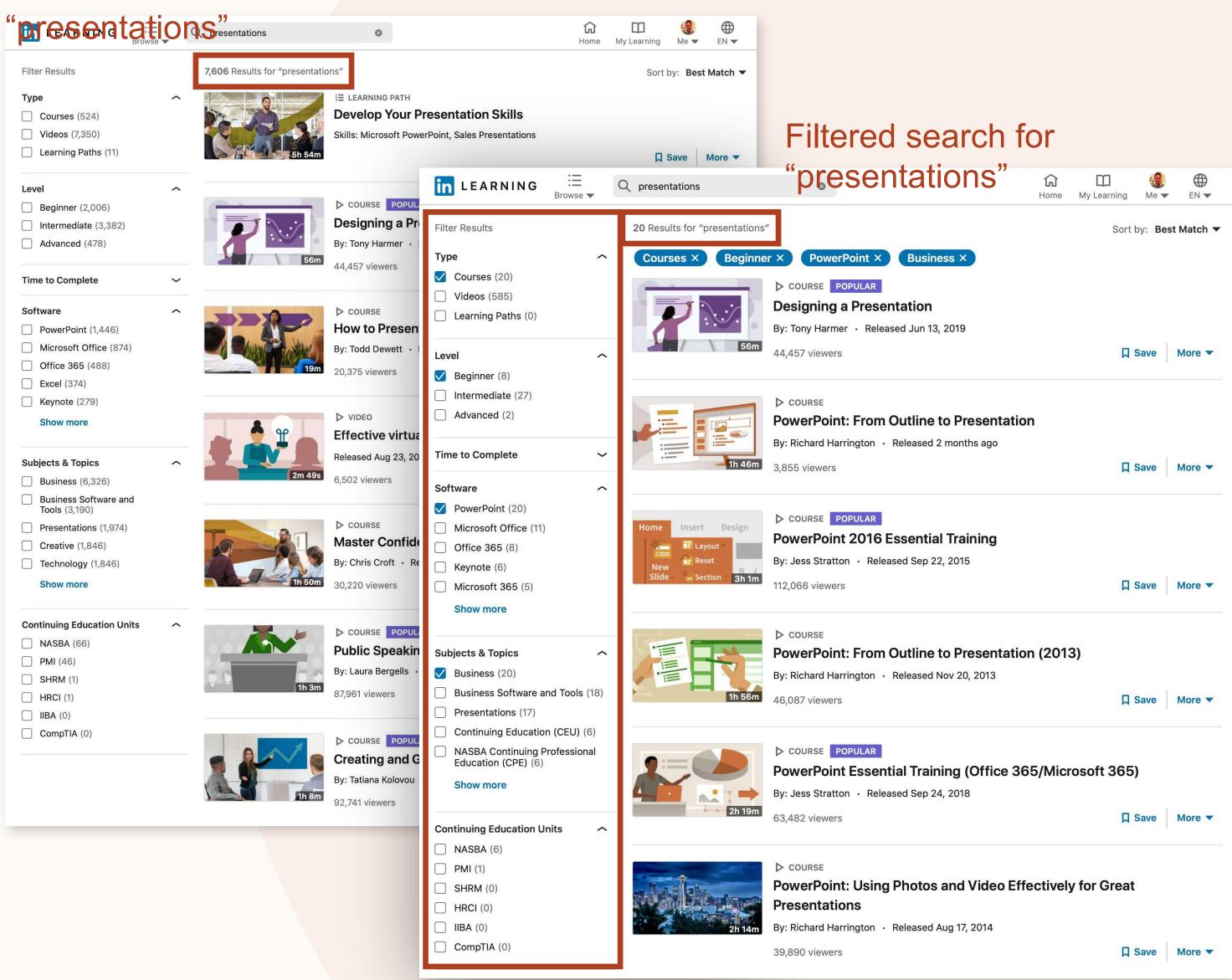
Full Course or Individual Video(s)?



# Use search filters to narrow down search results

- Filter by content type, level, software, subjects, and topics
- Sort by "View Count" and "Newest" to see most popular and most recent content

Unfiltered search for

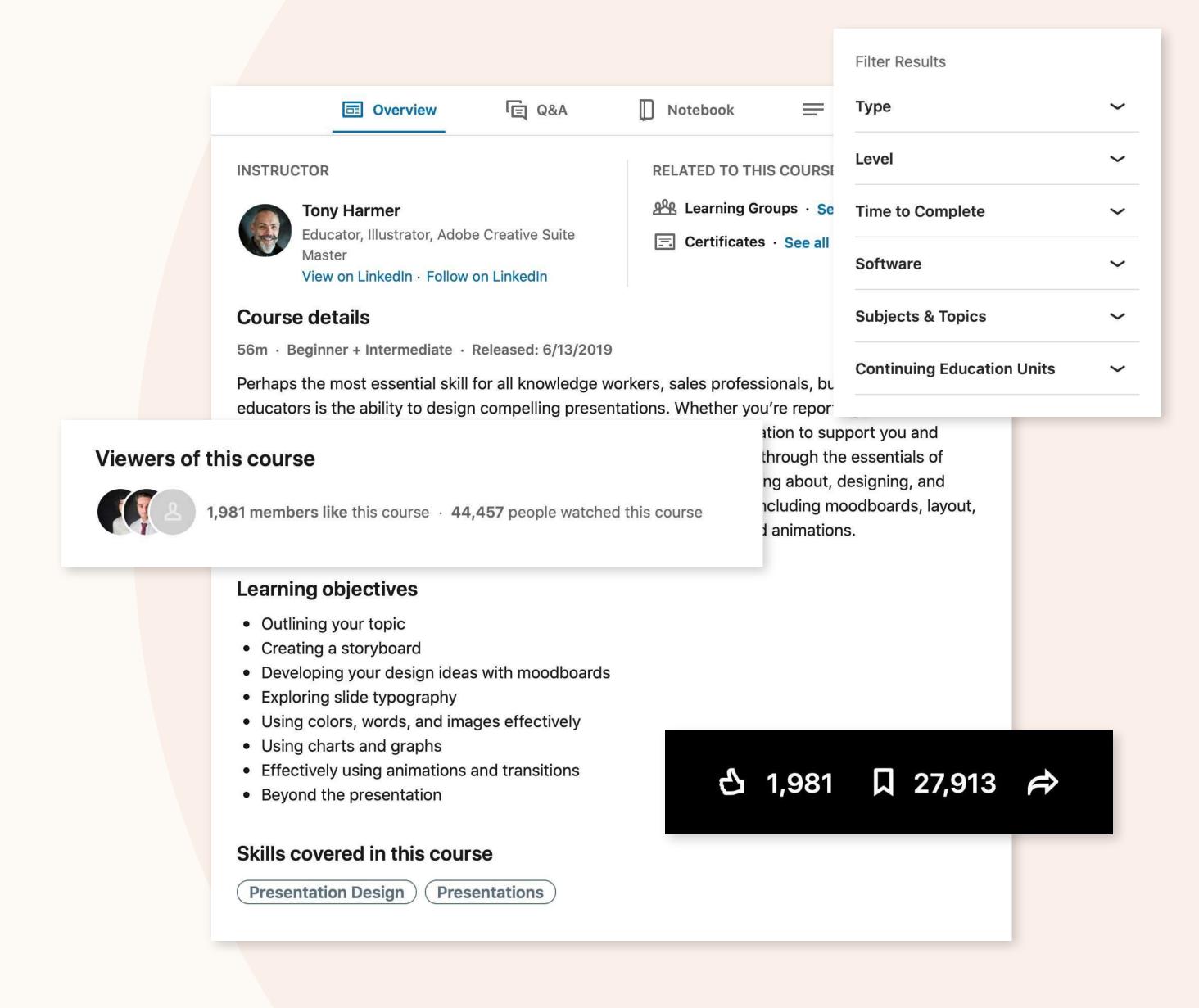




# Quickly evaluate courses

Review specifics of the course to make sure it fits your needs including:

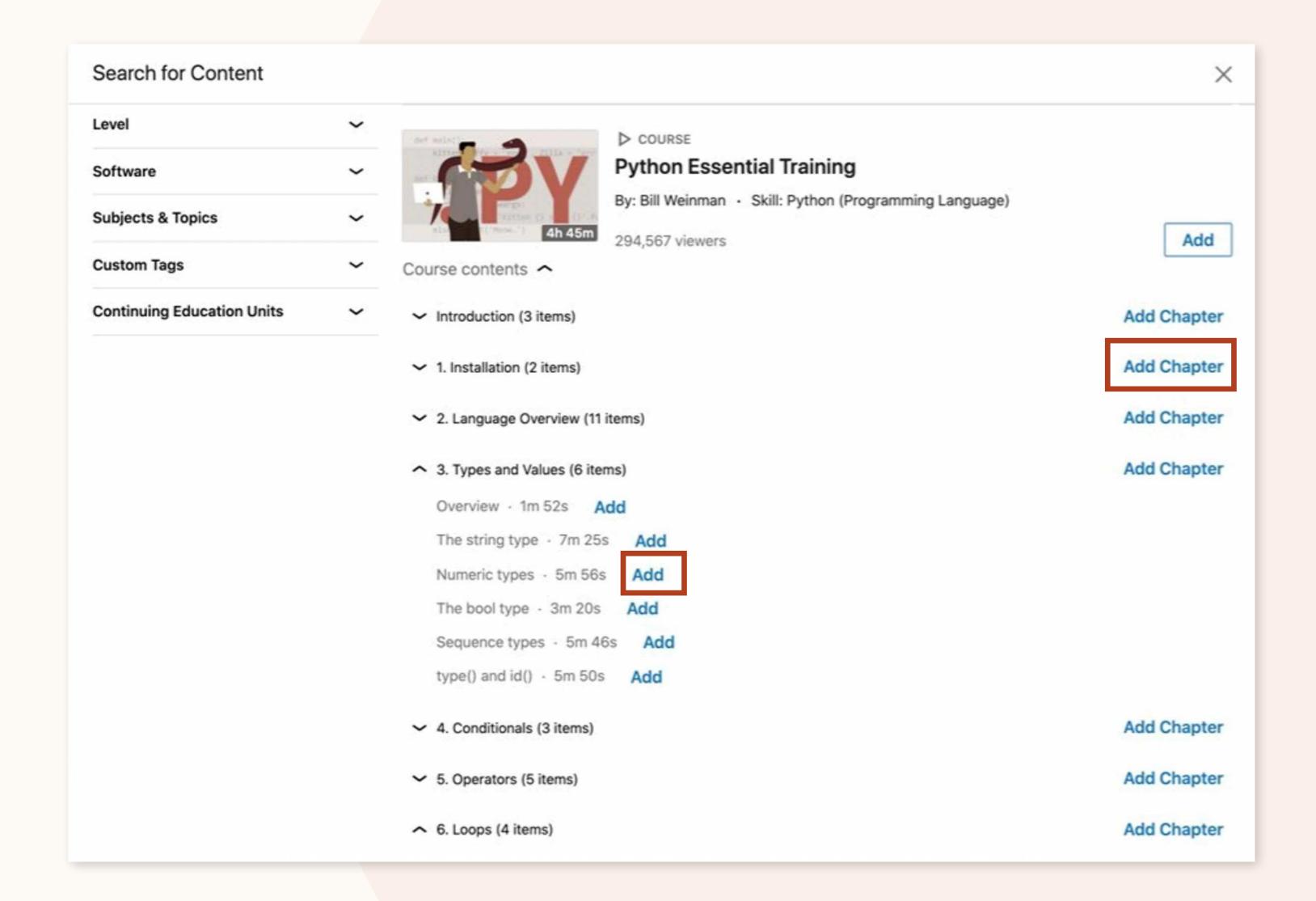
- Length of the course/video
- Release date
- Course Details & Learning
   Objectives
- Common job titles of learners watching the course
- # of views, likes, and saves of the course





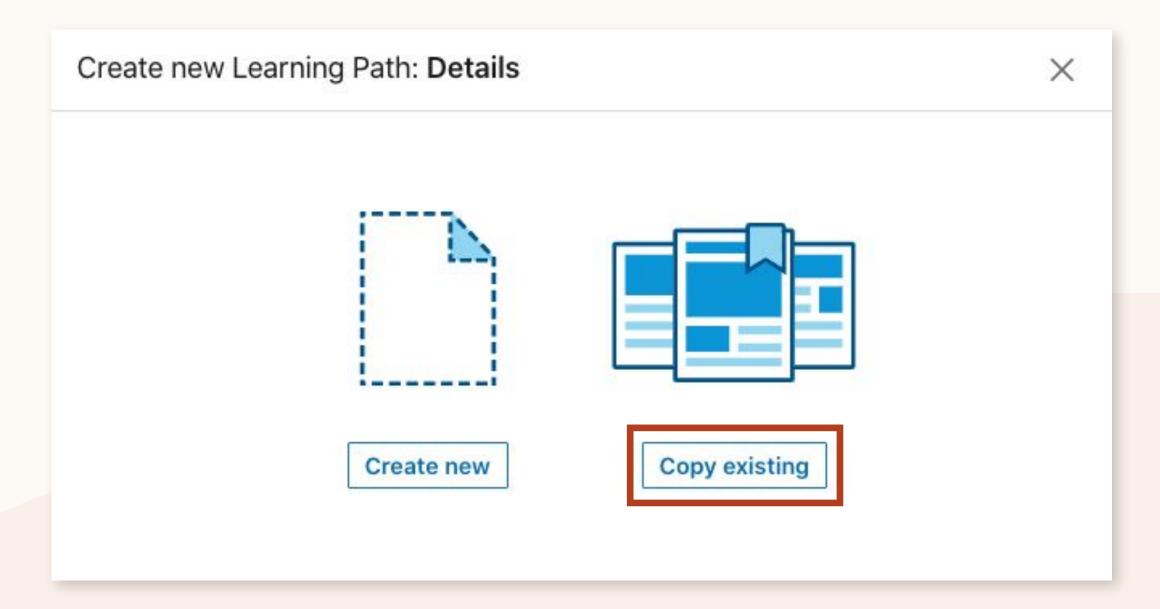
# Handpick individual videos or chapters out of a course

By including shorter videos in your learning path, you can ensure that learners spend their time watching content that is the most relevant.

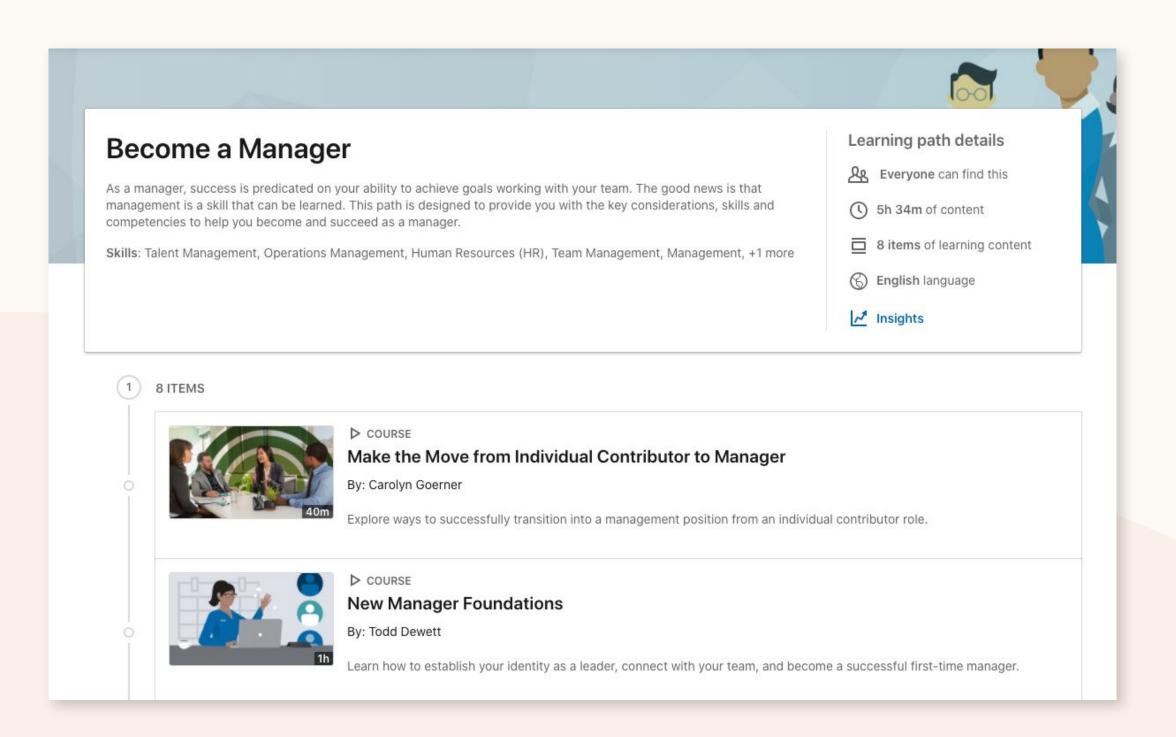




#### Save time by copying an existing learning path



When creating learning paths, select "Copy existing" to duplicate an existing LinkedIn Learning-created learning path



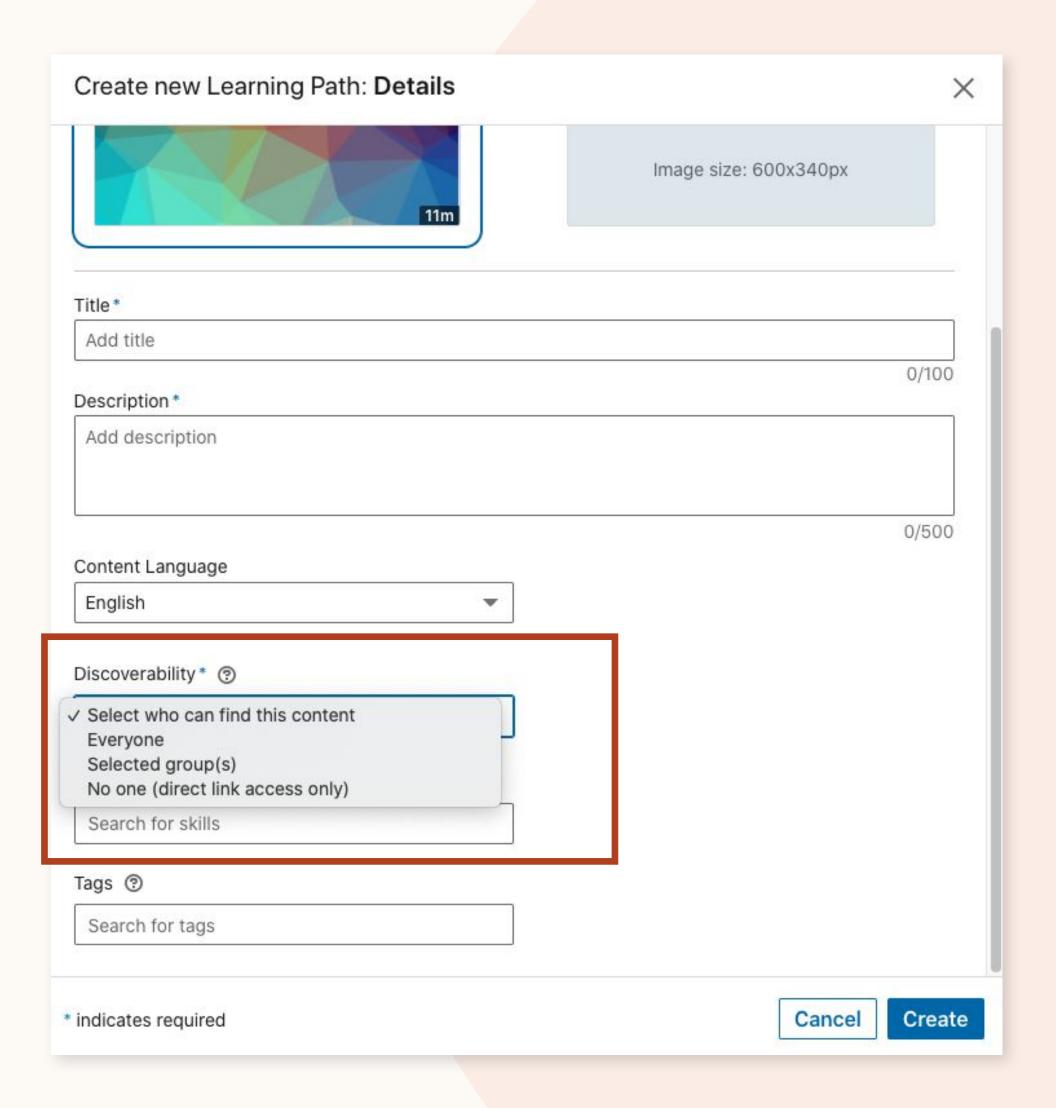
"Become a Manager" is one LinkedIn Learning's most popular learning paths and contains essential managerial skills and courses



## Ensure that the right audience can find the content

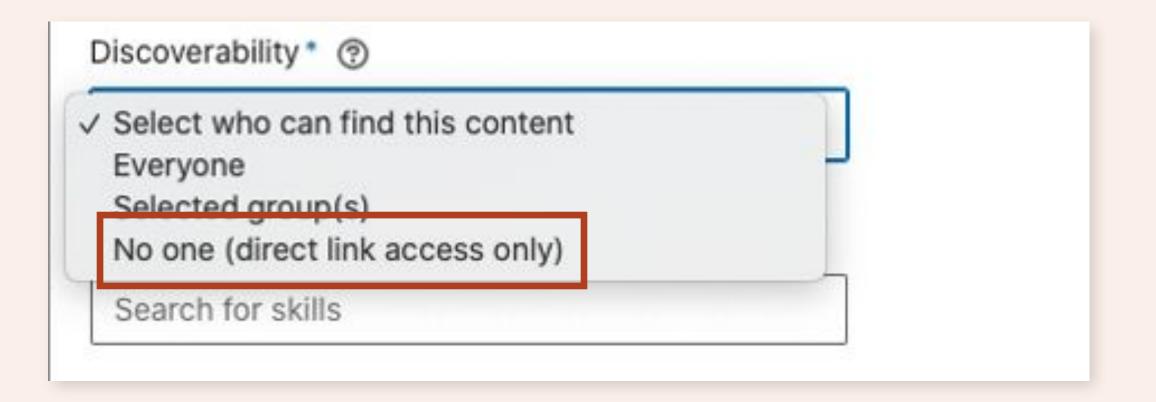
Use discoverability controls to define who within your organization will be able to find your content on the platform (in search and on the homepage)

- If your content is only applicable to certain colleagues, make sure to limit discoverability to a specific group(s)
  - If you don't see a group that you need, reach out to your LinkedIn Learning master admin
- If you do not want anyone else to find your content on the platform, set content discoverability to "No one (direct link access only)"





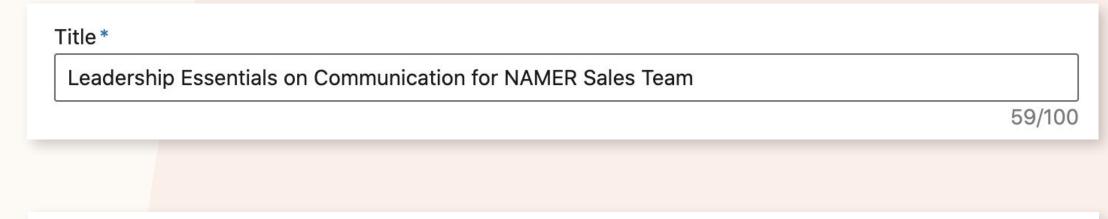
Set discoverability to "No one (direct link access only)" if you want to keep working on your learning path before it is published (and available in search results and on the homepage).

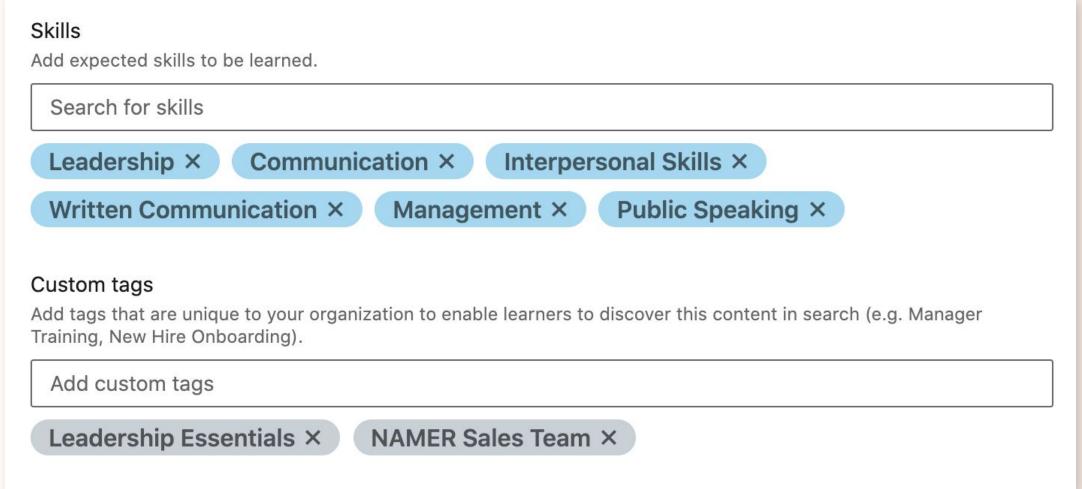


### Name & Tag Your Content Effectively

If you set discoverability to "Everyone," anyone within your organization can find your content in search, so make sure that the title is appropriate and helpful for learners.

- Title: Consider including the department/team name, program name, and subject area
- Skills: Include relevant skill tags so your content appears in skill search results alongside relevant LinkedIn Learning content
- Custom Tags: Include custom tags that are unique to your organization to ensure that colleagues can find your content while searching



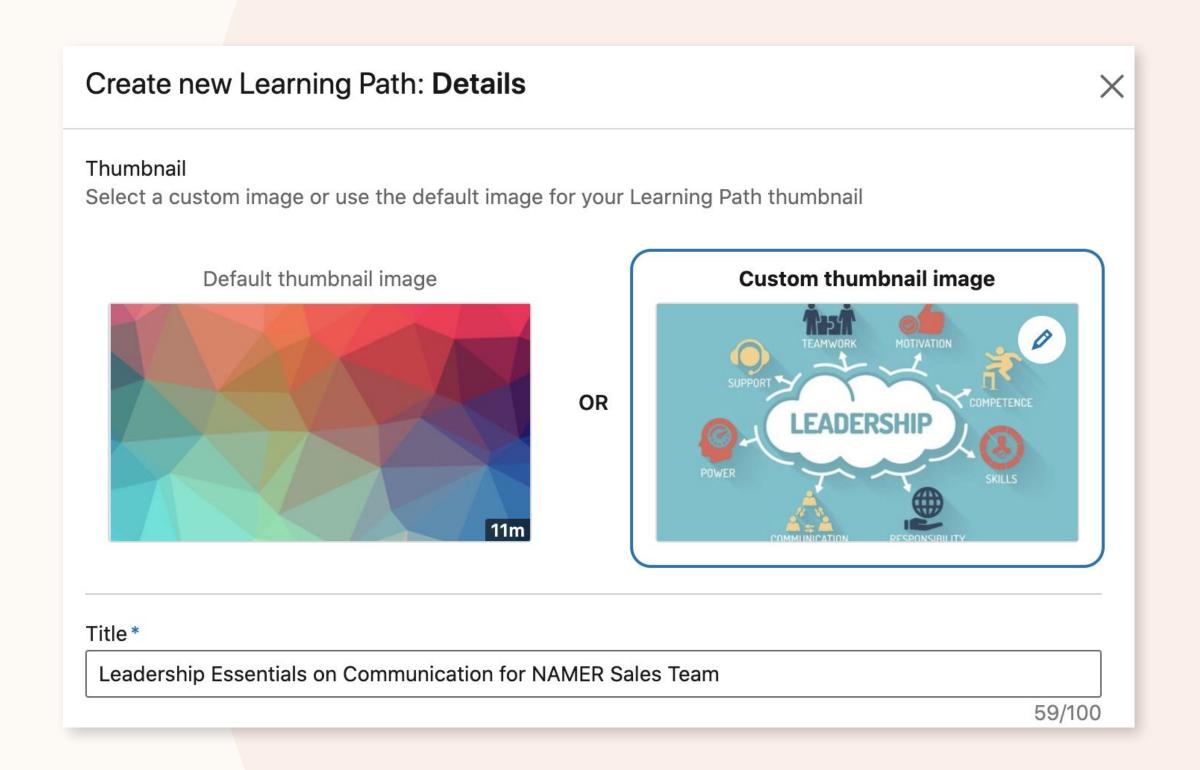




## Customize the thumbnail so your content stands out

Upload a custom thumbnail image to ensure that learners can easily understand what the content is about

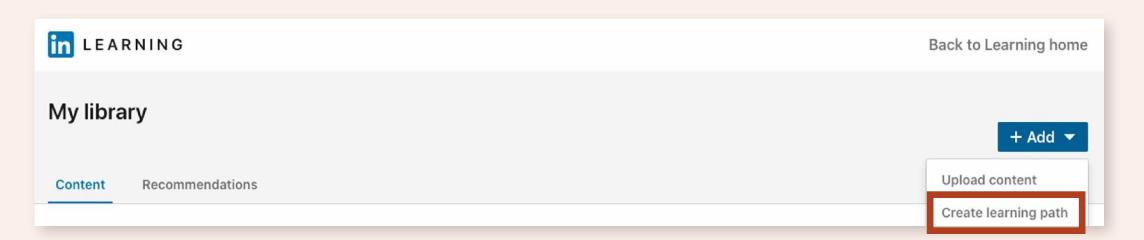
- Add an image that is unique and relevant to your target audience
- You can also customize the thumbnail for each piece of custom content that you add to the learning path



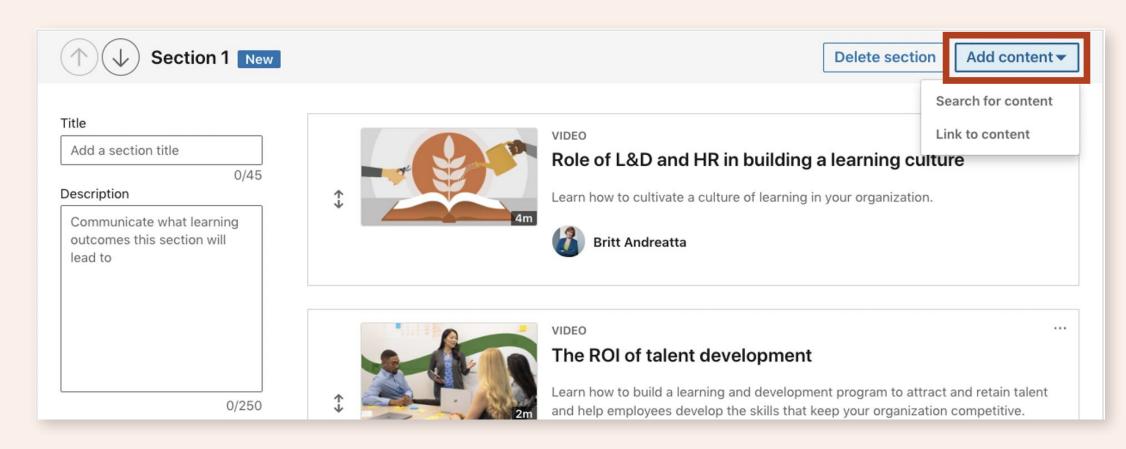
### Blend learning paths with internal custom content

Learning paths that contain internal learning content perform better than learning paths without custom content. Custom content ensures that the path is hyper-relevant to your target audience.

Use custom content links instead of uploaded documents or videos if your audience may want to download the content post-viewing.



First, upload internal content to the platform – it can be a document, video, or link.



Then, when the building the learning path, add the document, video, or link to the path.



## Bucket your content into sections

Group your content into sections by subject area to provide structure and guidance for learners.

2

#### Adapt your management style

What motivates and drives the people on your team? How can you bring autonomy, mastery, and a sense of purpose to their work? Explore the answers to these questions in this section.

#### 2 ITEMS



> coursi

#### Motivating and Engaging Employees (2013)

By: Todd Dewett

Learn how to motivate your team and retain their valuable contributions over time.

■ Watch section 1.1 on understanding what motivates and engages employees (4 minute clip) - AND - section 3.4 on Using non-monetary motivators (4 minute clip)



> COURSE

#### Management Tips

By: Todd Dewett

Get two new management tips and learn to improve communication, increase motivation, deal with conflict, and build better relationships.

■ Watch sections 2.1 and 2.2 on managing multiple generations (2 clips, 5 minutes total)

3

#### Have an (epic) career conversation

Career growth is one of the most powerful drivers of engagement and retention across the board - among millennials, among women, among new technology employees. Learn how to engage and retain your team members with coaching and career conversations.

#### 2 ITEMS



N COLIDSE

#### Reid Hoffman and Chris Yeh on Creating an Alliance with Employees

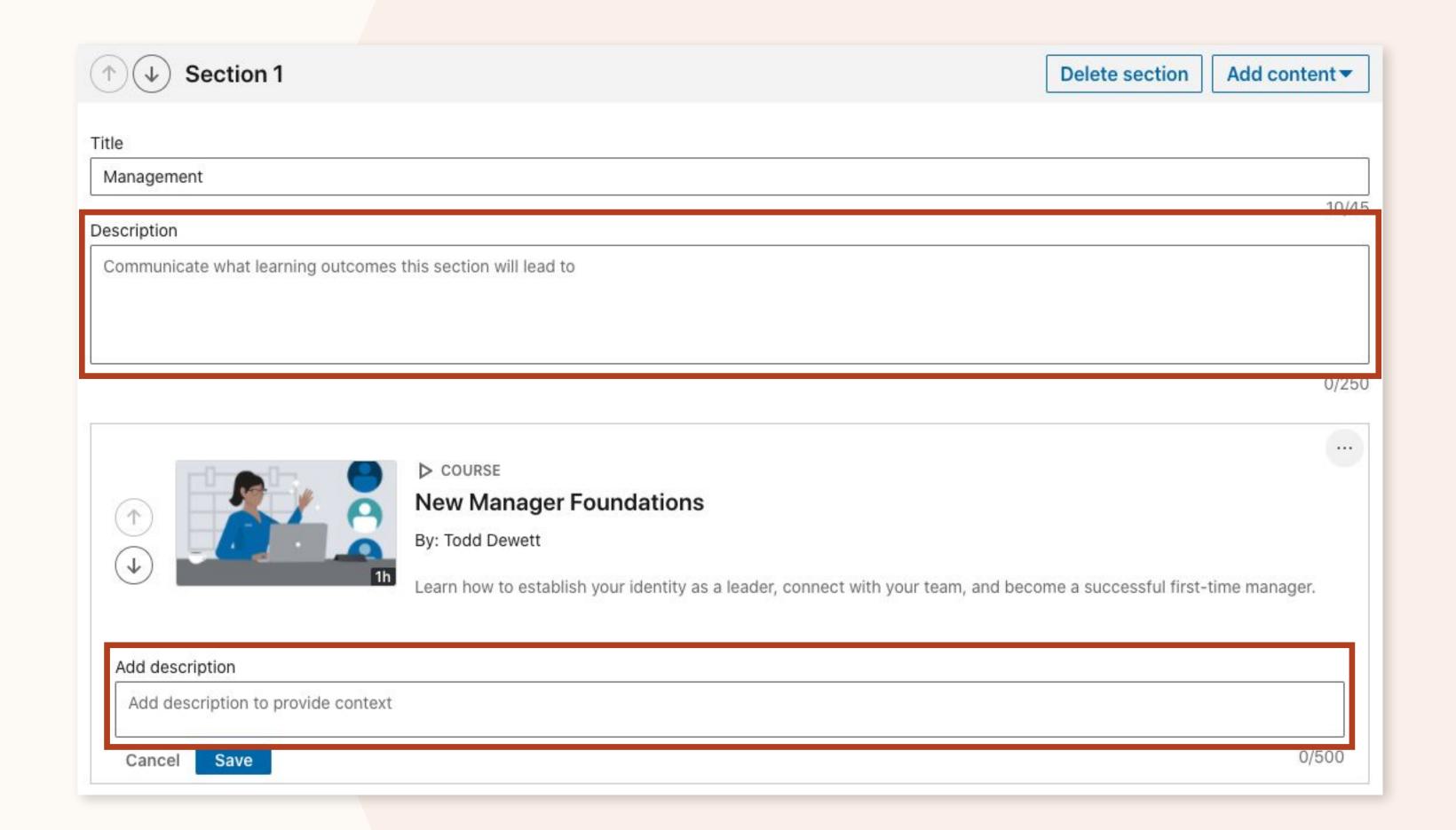
By: Reid Hoffman and Chris Yeh

LinkedIn founder Reid Hoffman and entrepreneur Chris Yeh discuss the Alliance, their innovative framework for managing



# Add descriptions within the learning path

Provide specific context for learners by adding detailed descriptions for each section and piece of content.

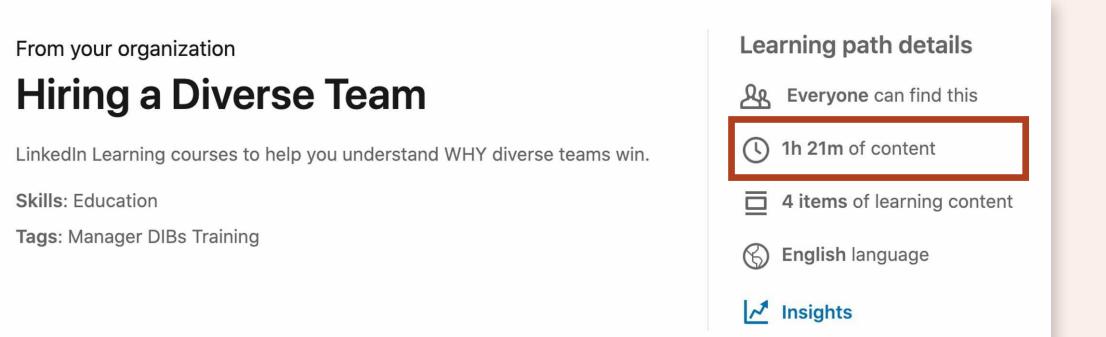




# Depending on your learning objective, make sure that the length of the learning path is manageable.

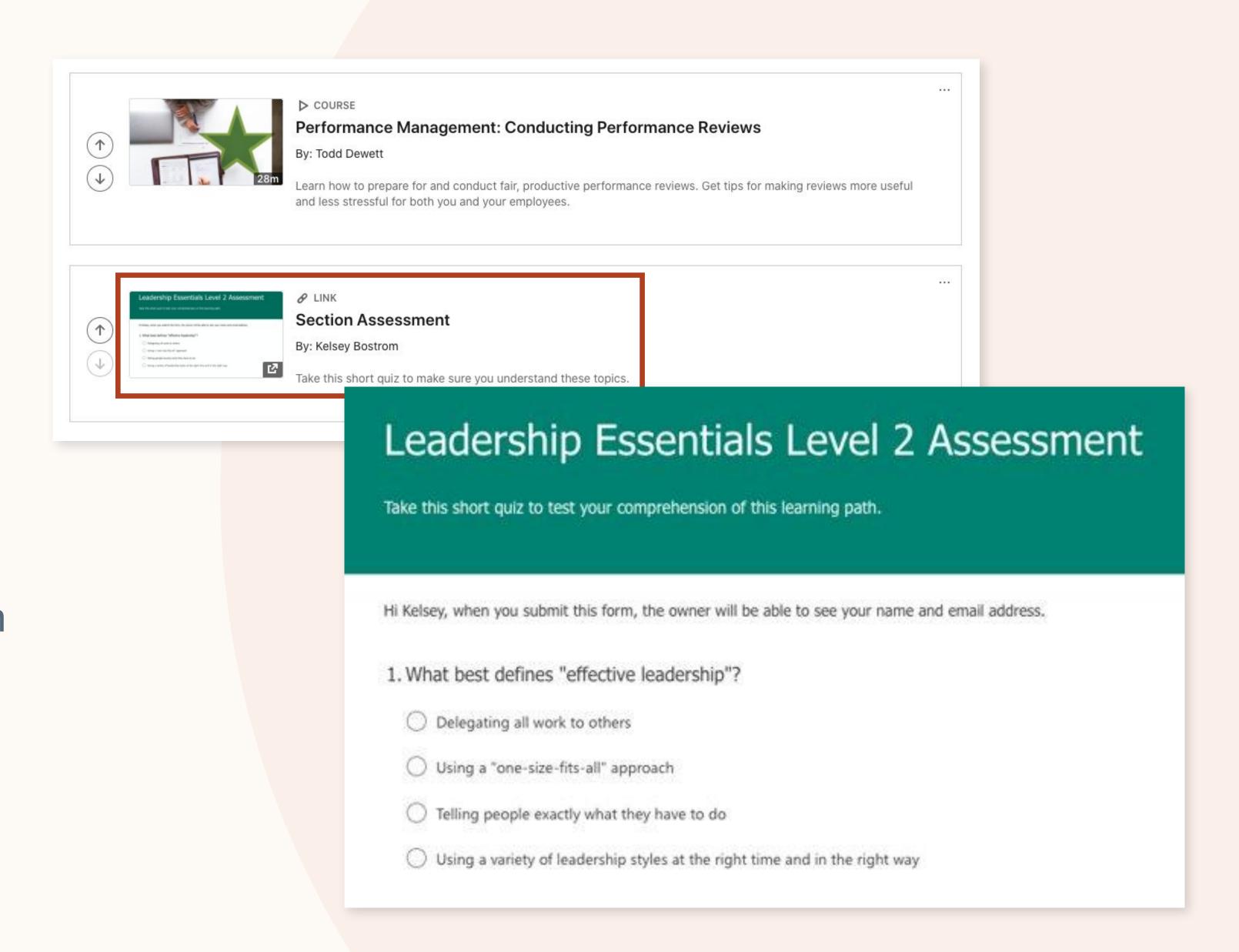
If your goal is quick skill development, keep it focused and aim for your learning path to be no longer than 2 hours and fewer than 5 total sections (with fewer than 6 pieces of content per section).

If your goal is behavior change or mastery of an advanced topic, you will need to include longer, in-depth pieces of content, which may require a longer learning path.



# Add in Custom Assessment Links to Ensure Comprehension

Add a custom link to the end of the learning path (or each section) that directs to a custom quiz. Microsoft and Google forms both offer assessment solutions that you can link to.



### Make sure your content stays up-to-date

- Learning paths should be evaluated and updated every quarter (check the "last modified" date to see when you last updated the content)
- What to consider when updating a learning path:
  - How have your team's skill development needs changed?
  - Have any popular new courses come out since initial creation?
  - Have any new technical courses come out with more up-to-date information?
- If your content is no longer relevant, set discoverability to "No one (direct link only)" so that no one will be able to find the content on the platform anymore

20-30
New courses are released each week. Keeping your curations up-to-date is key!

