Deploying your new Learning Tech

While every technology, internal tech setup, and objective of Learning Tech deployment is different, we've done enough of them to identify some common areas you should focus on to improve your changes of a highly successful deployment!

1 Purpose

It's easy to get bogged down in the weeds of implementation and disconnect from the true purpose of the tech you're implementing. So be 100% clear about _why_ you're deploying learning tech. And work towards it.
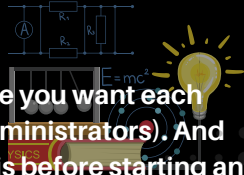
2 Audience

The success, or failure of your deployment will be decided by your audience. Get to know what _they_ want from their learning tech.

TOP TIP: Create some user personas, and test your tech against them. You can then use them to support implementation testing and comms too!

3 Experience

Define, precisely, the experience you want each audience to have (Users and Administrators). And be clear on your MVP too! Do this _before_ starting an implementation and this will help you deliver the best possible experience and improve your chances of a successful deployment.

4 Implementation

Be realistic with your implementation timeline. Consider what your back-ups, or workaround approaches will be, up front, and it'll help mitigate the inevitable hurdles you face along the way.

TOP TIP: Make sure you have a specialist from the IT Team (not a non-technical manager) involved in every implementation discussion. They'll be a critical part of your success.

5 Testing

Conduct a testing regime that ensures you can deliver your MVP for all audiences. Everything after that is a bonus! The alternative is to get stuck in a cycle of test-fix-test-fix-test-fix for months on end until you have a fully polished tool.
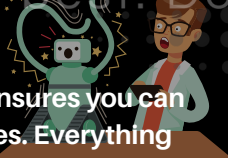
TOP TIP: Identify your testers _early_ and include people from all audiences. They can help shape the final product and become powerful ambassadors!

6 Communication

Tell people about what's coming, early!

And generate excitement before you've even tested.

This helps create engaged users before you even launch. Just be sure to set the right expectation and be clear about how your new tech will help them do their thing!

7 Iterate

Plan to iterate from day 1. Launch with your MVP then learn from your audience what improvements need to happen first. Then build to it, regularly! Remember to keep people updated along the way too.

TOP TIP: Get familiar with Agile - it'll make it easier!

8 Get help!

At Apples Performance and Learning, we're experts in this stuff. So why not get in touch and we can help! tellmemore@aplconsulting.co.uk