



Stellar Labs Methodology

Upskilling the workforce for the innovations of tomorrow



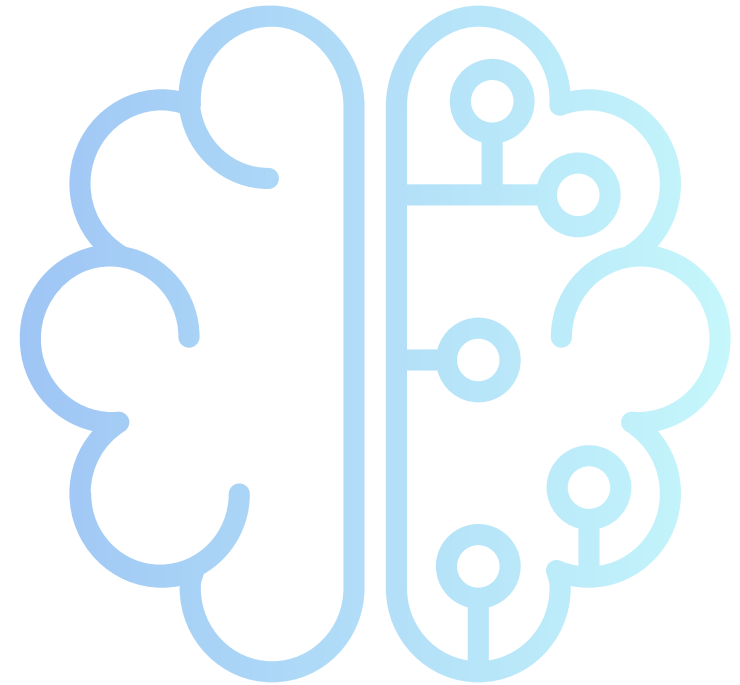
STELLAR LABS
FUTURE LEARNING TODAY

Why we need science based learning?

Learning is survival. Humans have evolved highly effective learning skills so they can deal with the changes and challenges that life throws at them. With the current environmental and health challenges plus the Industry 4.0 revolution, learning is going to be even higher on the agenda as we reskill, retrain and adapt to new technology and new ways of working and living.

The roots of traditional 'classroom' training still lie in the 18th century industrial revolution. Even the inputs from 20th century psychology and technology have left us focusing on knowledge acquisition.

In the 21st century and beyond we have to focus on skills for a modern workforce. We need to build on our valuable experience from the past by adapting evolving evidence from brain science, artificial intelligence, big data and the digital revolution to create training that drives performance in the modern workplace.



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Standing on the shoulders of giants

Stellar Labs methodology comes from constant research and practical experience over many years in the field of learning. But we don't rely only on what we know because we're building on the work of multiple experts, researchers and learning practitioners across a broad spectrum.

Co-founder, Stella Collins has detailed the science behind much of what we do and how we do it in her book 'Neuroscience for Learning and Development'.

We are active participants in international learning and technology networks speaking at and learning from conferences, workshops and peers.

Our research project with the University of Antwerp aims to assess the value of programmatic assessment to support learner success and organisational return on investment. We collaborate with other academic institutions where it adds value to what we do.

We have an expert advisory board for each of our topics plus a learning advisory board; all are drawn from a mix of academics and organisational practitioners to maintain the blend of theory and practice.

Our training tracks are co-designed with our Learning Scientists and our specialist Knowledge Partners, so you have the most relevant, up to date knowledge and skills trained using the best evidenced methods.



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What makes science based learning different?

Move away from...

- Myth of passive knowledge absorbers
- Out of date models/learning theories
- Competition, isolation, expert view only
- PowerPoint and lecture heavy
- One size fits all
- Forgettable – single event training
- Unstimulating presentation – sitting and listening
- Emphasis on testing rather than learning
- Theoretical knowledge – no work context
- Time wasted – Forgetting/retraining
- No tangible results

Aspire towards

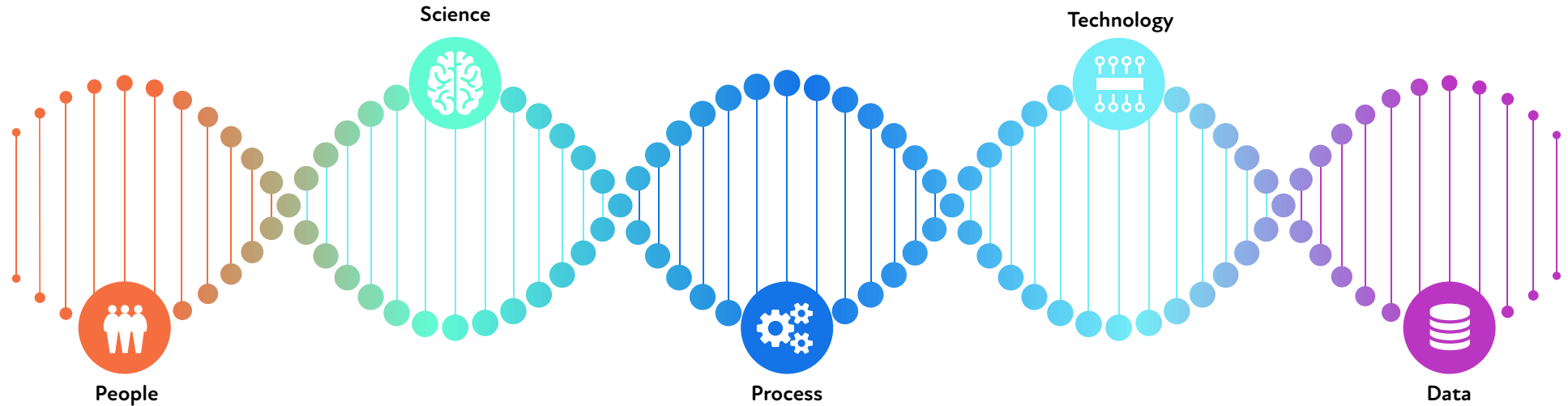
- Learners making new neural connections
- Cutting edge, evidence-based techniques
- Social Learning through co-operation & peer support
- Blended delivery – right tools/ best results
- Learner focussed – personalisation
- Spaced repetition for strong memory links
- Enjoyable physical learning – whole brain and body
- Growth mindset – focus on performance
- Real and contextual skills practice
- Time invested – sticky knowledge and applicable skills
- Data driven – measurable ROI



Our DNA & MASTER Model

What's the DNA of Stellar Labs?

Stellar Labs DNA includes **people, science, process, technology and data** which influence each other for deep learning, leading to long term knowledge retention, skills mastery and conscious learning agility.





People

Learners are at the heart of our system actively contributing to their own success and that of their peers and organisations.

Learning Scientists work in collaboration with **Knowledge Partners** to design and deliver training programmes with up to date expert content to ensure learners achieve mastery.

Mentors and Managers support learners with feedback and work based activities to measure and evaluate the results of the training.

Advisory Board Members ensure programmes are always relevant, updated, evidence based and future focused.



Science

Science and evidence-based learning practice informs all our programmes and processes. We use proven tools and techniques to drive performance in the workplace. Neuroscience informs the best decisions about physical, cognitive, social and psychological factors for learning.

People have insights into their own brains, improving their innate abilities to learn as a bonus to their new technical knowledge and skills.



Process

We use a hybrid learning methodology, adapting the **MASTER** model to design and deliver effective training whatever the platform; face to face, online, digital, virtual, mentoring and self-directed learning activities.

Using this process we deliver highly effective training with a creative twist ensuring learners are engaged whilst they master complex knowledge and skills.

MASTER MODEL



Technology

Technology is a key focus for the skills people learn and a vital part of our delivery toolkit. Learners learn to use specific technology relevant to the topic.

Our Learning Platform delivers content, captures data and enables participants to progress at their own pace. They access in-depth materials and participate in stretch activities and peer forums.

We use video, curated content, blogs, podcasts, digital exercises, quizzes, assessments and work-based activities. Participants use our app for regular tests, nudges and quizzes to guarantee knowledge retention through spaced repetition.



Data

Our **bespoke dashboard** captures, stores, analyses and shares objective data with all stakeholders to continually evolve, improve and personalise the learning process. Subjective feedback from learner, mentor, peers and managers adds flavour to the mix and improves technical and meta-learning skills.

The data is the source for **programmatic assessment** to drive successful programme completion with high competence levels and rapid adoption and application of learning at work.

Managers and organisation can **evaluate progress** and measure their return on investment.

M

Motivate minds

Engage, inspire and promote your innate motivation – what's in it for me?

A

Absorb information

Multisensory materials, tools and input make learning stickier.

S

Search for meaning

Explore and experiment to create meaning and context.

T

Trigger memories

Creating strong memory hooks for transfer to long term memory.

E

Exhibit learning

Test, practice, apply, evaluate and consolidate knowledge and skills improving speed to performance.

R

Review to retain

Spaced repetition and recall ensures people remember for the long term.



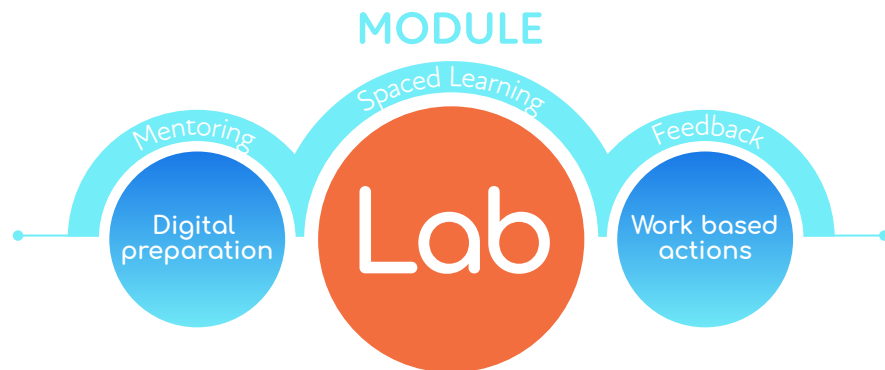
Learning Experience & Services

What's the learning experience like?

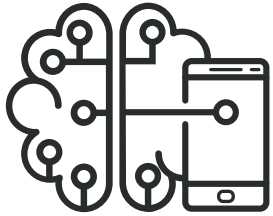
When you learn in a brain friendly environment you'll see, hear, feel, smell and taste the difference straight away. You'll feel welcomed, energised, active and valued whether you're learning online or face to face. You'll be engaged, actively participate and contribute your experiences and opinions. You'll be open, creative and confident because there's sufficient structure but you're in control. You'll have time to move, to connect with others, to reflect and recall and practice what you're learning.

By the end of a session your brain will have had a work out and feel challenged and stretched but after a nights sleep you'll be ready to learn again. By the end of your learning journey you'll be secure you've got the knowledge and skills to do your job better. You'll want to go on learning like this.

These comprehensive, practical programmes are made up of modules. Each module is a hands-on virtual lab with topic experts trained in our learning methods.

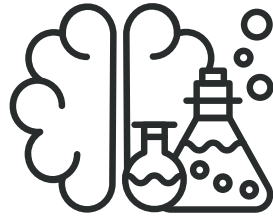


Every module includes 5 elements



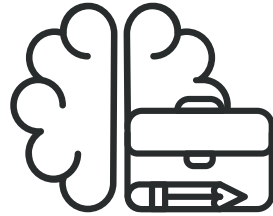
Digital Preparation

Entry into your digital learning journey. Self-paced digital preparation and updates to prime you with all the necessary knowledge before and after the Labs.



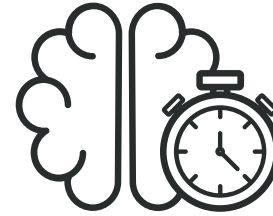
Learning Labs

Fully immersive, practical Labs to build your skills with topic experts trained in our learning methods. Some Labs are face to face and some virtual online. You'll always know before you start what they will be. You'll be encouraged to bring your own challenges to explore with peers and mentors.



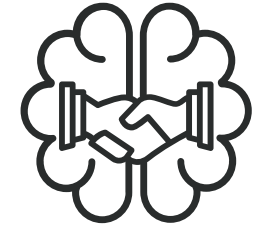
Work Based Actions

After every lab these activities ensure skills are quickly applied in the workplace. In Deep Learning Tracks a 'Bring Your Own Case' assessment ensures everything that's been taught gets applied and assessed in a work based context.



Spaced Repetition

Regularly repeated recall activities in our mobile app transfer knowledge from short to long term memory.



Mentoring

Personal mentoring and feedback from mentors, peers and our platform will stretch, challenge and refine your skills leading to mastery.



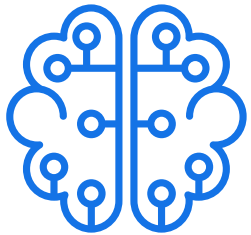
Extension activities: regular checks and nudges for up to 6 months keep knowledge fresh and relevant, strengthen skills and help to build professional networks.



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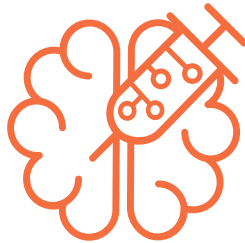
How do we help you succeed?

At Stellar Labs we believe effective learning is a significant solution to the global scarcity of digital talent. We develop technical skills that are in high demand in the market and future proof competences and capabilities which are crucial for business success. We select the optimum blend of delivery tools and techniques to achieve the best performance and return on investment.



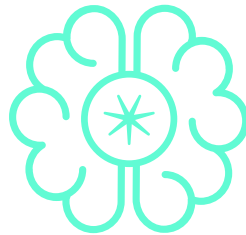
Deep Learning Tracks

In depth training to master a specific technical skill or competence



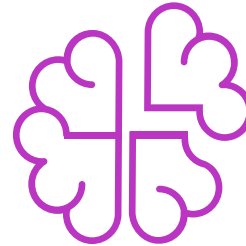
Digital Shots

Introductions, masterclasses or essential topic updates



Future Proof Competences

People and business skills to shape your career



Custom Built Programmes

We co-create your specific programmes

We deliver our services through:

- **Open programmes**
- **In-house programmes**
- **Consultancy to drive performance**
Our experts analyse, advise, train and support you to train your trainers and build a learning culture that delivers results.
- **Tailor-made programmes**
Our experts, methodology, learning platform and mobile app are available to organisations that need employees, partners, customers and/or end-users to learn specific knowledge, skills or behaviours. We collaborate with you to co-create custom built programmes.

Our methodology applies to topics like:

Products

User motivation, adaption and integration for SaaS, PaaS, IaaS solutions, web & mobile apps and other software products.

Complex technical skills

Programming languages, cyber security, AI & machine learning, IoT, cloud computing, data science, data engineering, software testing, growth marketing, etc

Complex business skills

Business and functional analysis, data interpretation & presentation, change management, project management, etc

Competences

Resilience, creativity & innovation, conscious learning, business writing, public speaking & presenting, exponential thinking, negotiation & persuasion, etc.

Company values & behaviour

From awareness to companywide adoption and integration, company culture changes, etc

Procedures & methodologies

Successful implementation and adoption by all stakeholders

Complex subjects

Deep learning of e.g renewable energy, 5G, etc

Introductions & master classes

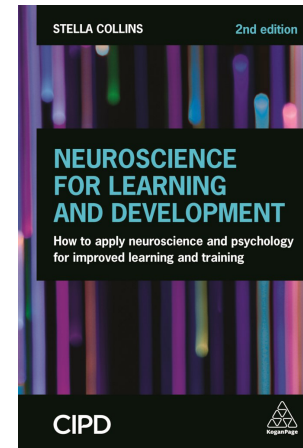
For all subjects



References

A selection of books and thinkers that have shaped our methodology:

- **Neuroscience for Learning and Development** – Stella Collins
- **Brain Rules** – John Medina
- **Learning Technologies in the workplace** – Donald H Taylor
- **Learning Transfer at work** – Paul Matthews
- **Multimedia Learning** – Richard E Mayer
- **Design for How People Learn** – Julie Dirksen
- **Intelligence Reframed** – Howard Gardner
- **Thinking Fast and Slow** – Daniel Kahneman



Research partnership



Contact us for more information or schedule an initial analysis of your requirements with our learning scientists.



Companies that trust us

abbvie



CIPD



Deloitte.



KalVista
Pharmaceuticals

LinkedIn
LEARNING

Swedbank

Melexis

syngenta



What they say

Manager, Internal Client Services, Deloitte, EMEA

“Massive thank you for leading the brain-friendly workshop for the design community at Deloitte University. We loved the way you facilitated and shared tips and design ideas. Your objective was to challenge our thinking, tell us something new about neuroscience and learning and you certainly did that, leaving us wanting more!”

Beverley Aylott, Global Leadership Development Specialist, BP

“The people who completed the Science of Learning programme really loved it. We can be very proud of what we created together.”

Julie Delhem, Veterinary Science Student, University of Antwerp

“I’m now studying with my drawings and I already feel the connections forming. When I don’t understand something myself, I try to explain what I know to fellow students and the more I do that, the more I understand what I’m talking about. So the tips you gave me are working! I’m glad that I find learning a lot less stressful and I sleep a lot better.”

Stellar Labs bv
Molenbergstraat 10
2000 Antwerpen
Belgium

+32 78 48 13 45

www.stellarlabs.eu
contact@stellarlabs.eu

**Contact us for more information or schedule
an initial analysis of your requirements with
our learning scientists.**



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