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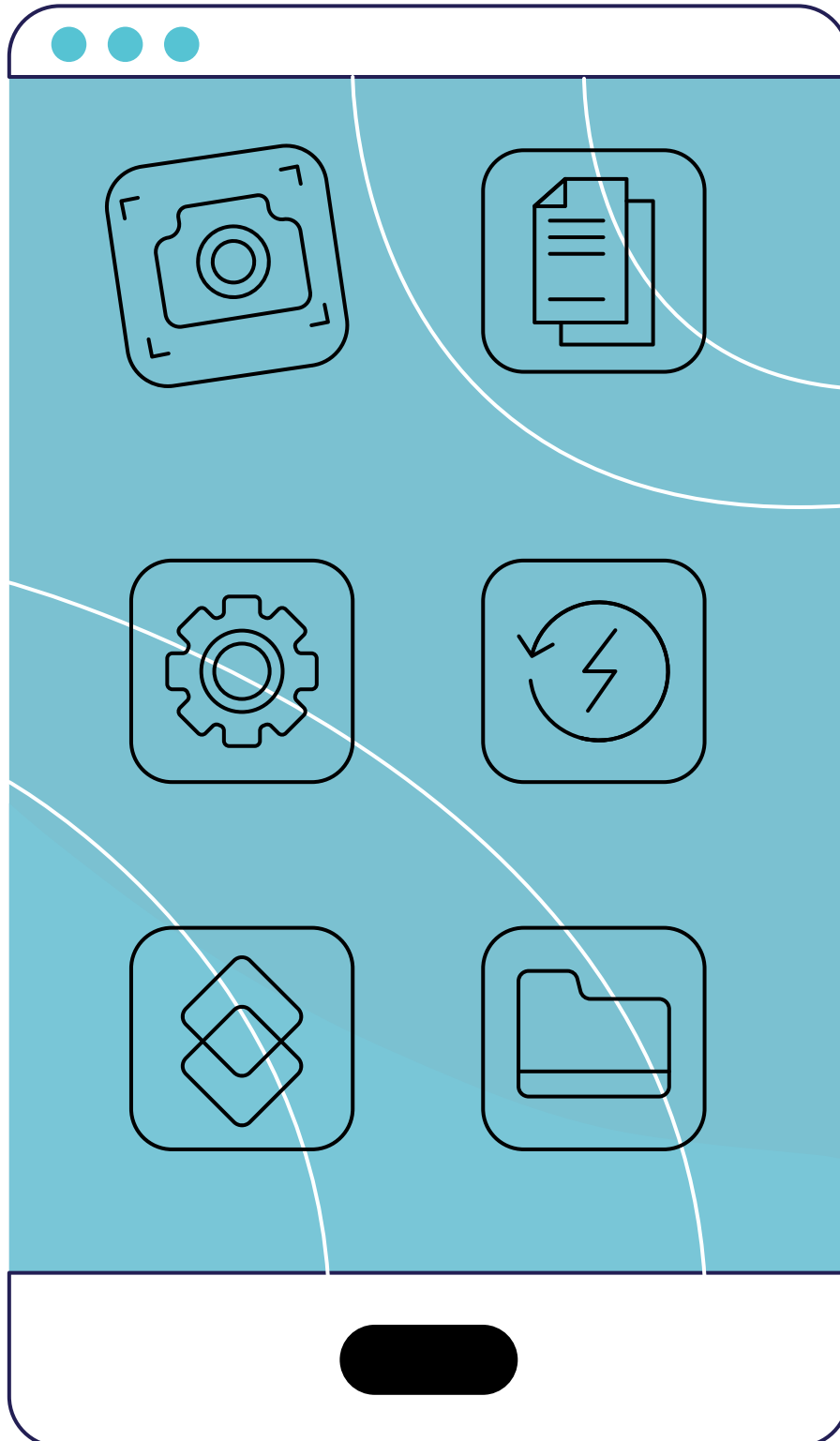
**FOR YOUR VIRTUAL & BLENDED
TRAINING & COACHING**

Evidence-Based Research supporting the efficacy of Connection, Practice, and Reflection for Deeper Learning That Sticks.



Dream See Do

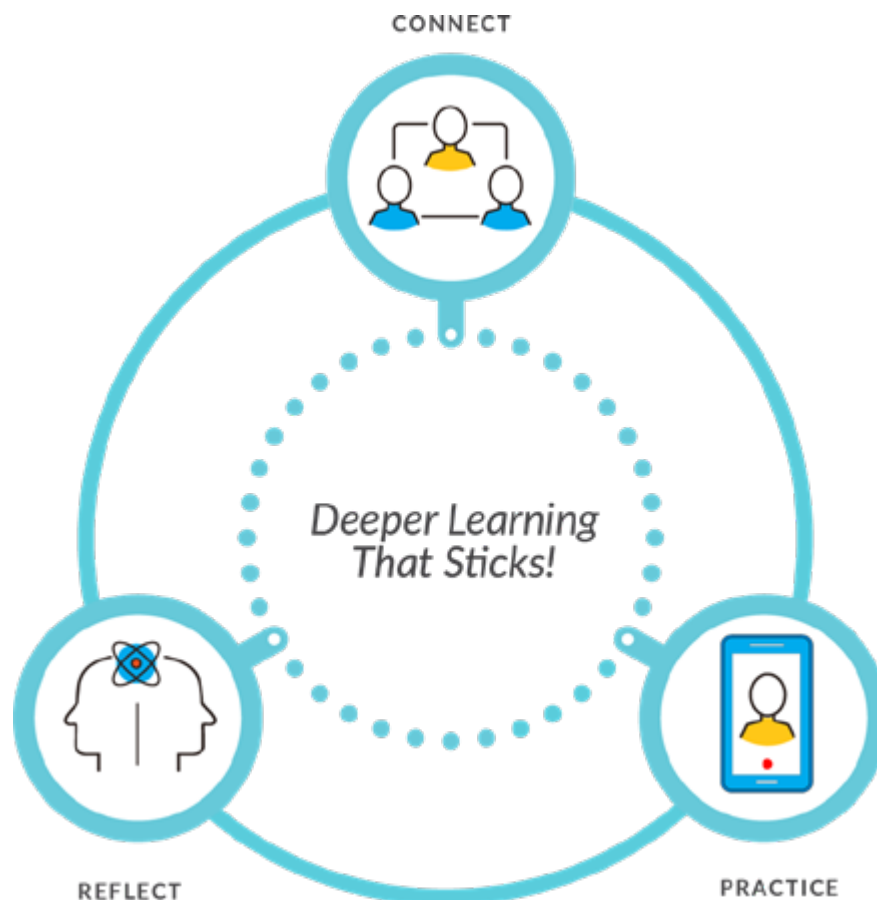
The digital training platform powering the world's best learning experiences.



Over the years, our team has collated a range of evidence-based research that directly supports our theory of learning and change, for virtual & blended training & coaching that sticks. We leverage this foundational research, along with our own work and outcomes with our client-partners, to drive our product creation and roadmap. All of this has led to desirable differentiation for our client-partners in the market, with profound results.

These articles and white papers are segmented by our 3 Core Pillars: Connect, Practice, and Reflect:

THE DIGITAL LEARNING FLYWHEEL™



DSD provides a range of opportunities for learners to learn about one another, connect with their facilitators and peers, and to invite ‘supporters’ to support them along their learning journeys. In codesigning hundreds of powerful learning experiences with our great client-partners, we have seen that testing our social features thoughtfully over time allows for proper community learning cultivation, which garners strong benefits. Our client-partners that leverage these online group and team learning interventions properly on DSD have seen outsized engagement and results.



Here is some research that supports the need for human connection and support in the online learning, training, and coaching lifecycle (something that other platforms do not do well, or at all):

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PRACTICE

Practice is one of the most fundamental areas needed for mastery of any skill (soft included). We realize that this is a statement of the obvious for experts in the field, but unfortunately this modality is drastically missing from most online learning platforms. We work to focus on the most impactful ways to encourage and enable practice (on web or mobile). For example, practice on Dream See Do can include recording a video of something you are practicing like communication, sales, or another soft skill.



Garnering personalized feedback on any practice exercise is also a critical but nuanced process online. We have seen it is most powerful when directly tied to a learner's work product in their learning arc. On DSD, feedback can be given on any practice or reflection response to prompts throughout the learning journey.



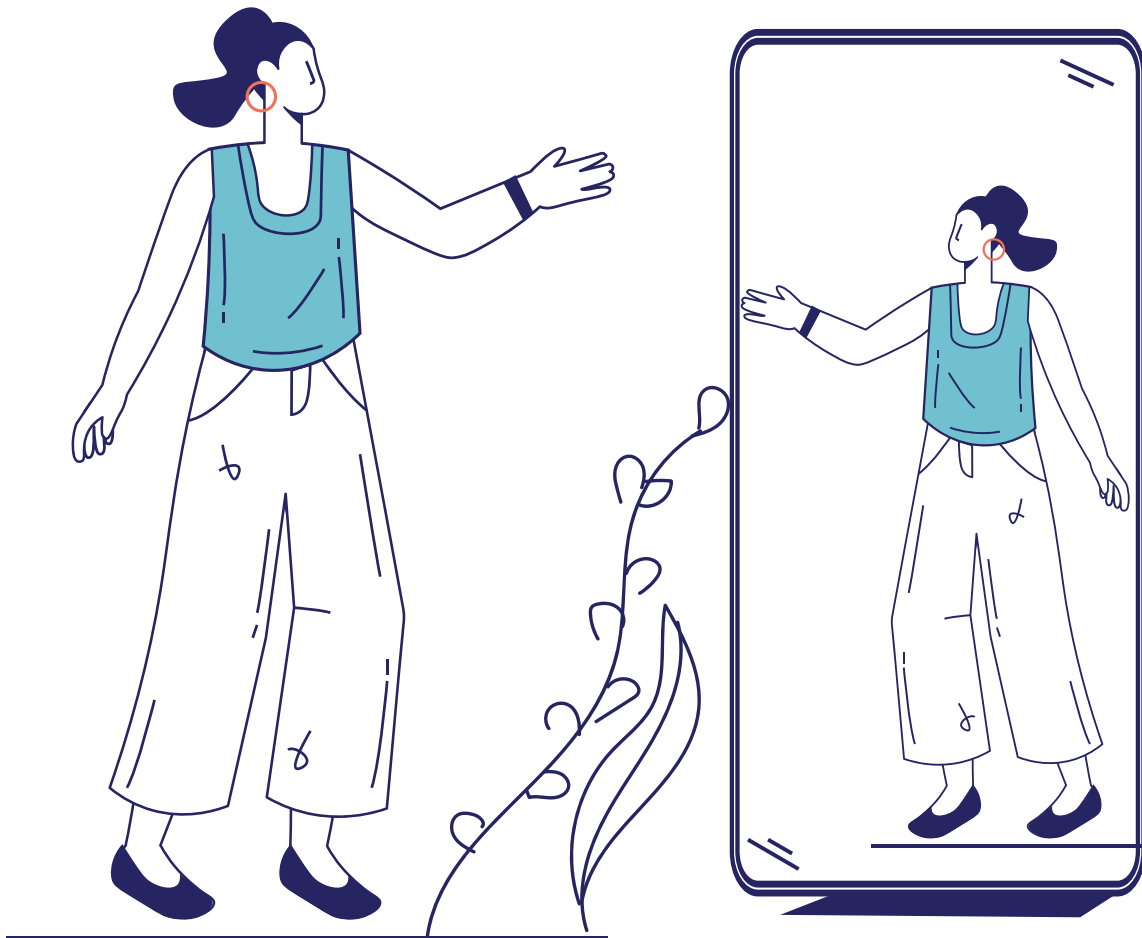
Over the years we've looked to luminaries in the field for inspiration including BJ Fogg's *Tiny Habits* and Charles Duhigg's *The Power of Habit*. All these learnings have found their way into our product and the blended learning design methodology we utilize with our client-partners.

Here are some articles that support the deep use of Practice in online learning, training, and coaching:

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REFLECT

Reflection is another extremely powerful modality that is almost entirely missing from the learning platform market. Our cofounders started prototyping features for reflection in the very early days of DSD, even before all our deep research (and proven outcomes on the platform), as they knew how powerful reflection has been in their own lives through their own coaching and training experiences. As we know, reflection is a key feedback loop that does not require any answers from others or fancy content, just the work one does on oneself.



DSD offers opportunities for regular and periodic reflection throughout the learning experience, including self-reflection, group reflection, and peer reflection.



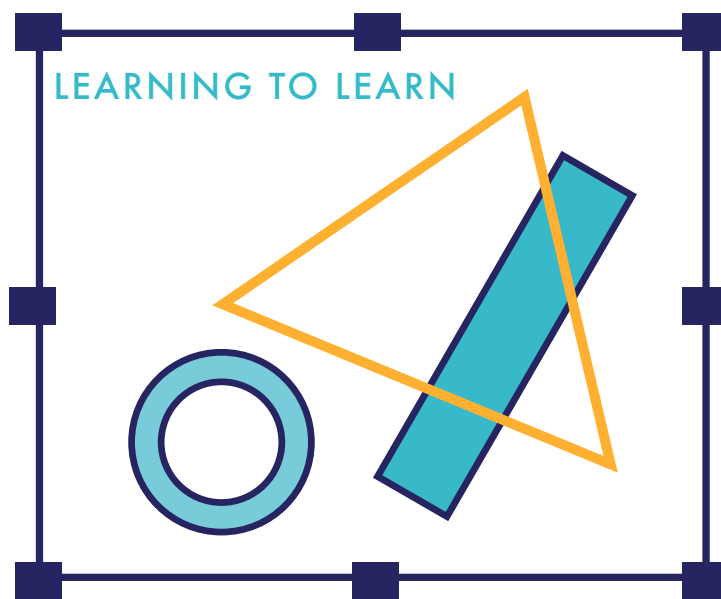
As noted in the article [“Designing Technology for Adult Learners: Applying Adult Learning Theory”](#): “A quick discussion about an activity with a peer or a coach helps adult learners crystalize ideas and thoughts. Giving learners an opportunity to process new information in smaller chunks, raises the likelihood that the information will stick. Tying reflection to learners’ everyday lives and experiences helps them make sense of the experience.” Having additional feedback from a trainer, coach, or peer on one’s reflections also adds another layer.

Here are some other helpful articles that show the science behind the features for reflection that we have on Dream See Do (like our response types for video reflections, journaling, and image loading for creative reflection):

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RECENT RESEARCH 2020-2022

One of our industry thought partners performed a deep study of remote learning in the Covid age. They polled hundreds of cross-disciplinary thought leaders in Learning and Development, Training, and Coaching in the corporate professional training market. Our cofounder and CEO, Jeremy Berman, was honored to be quoted in this modern and seminal study on remote learning and training.

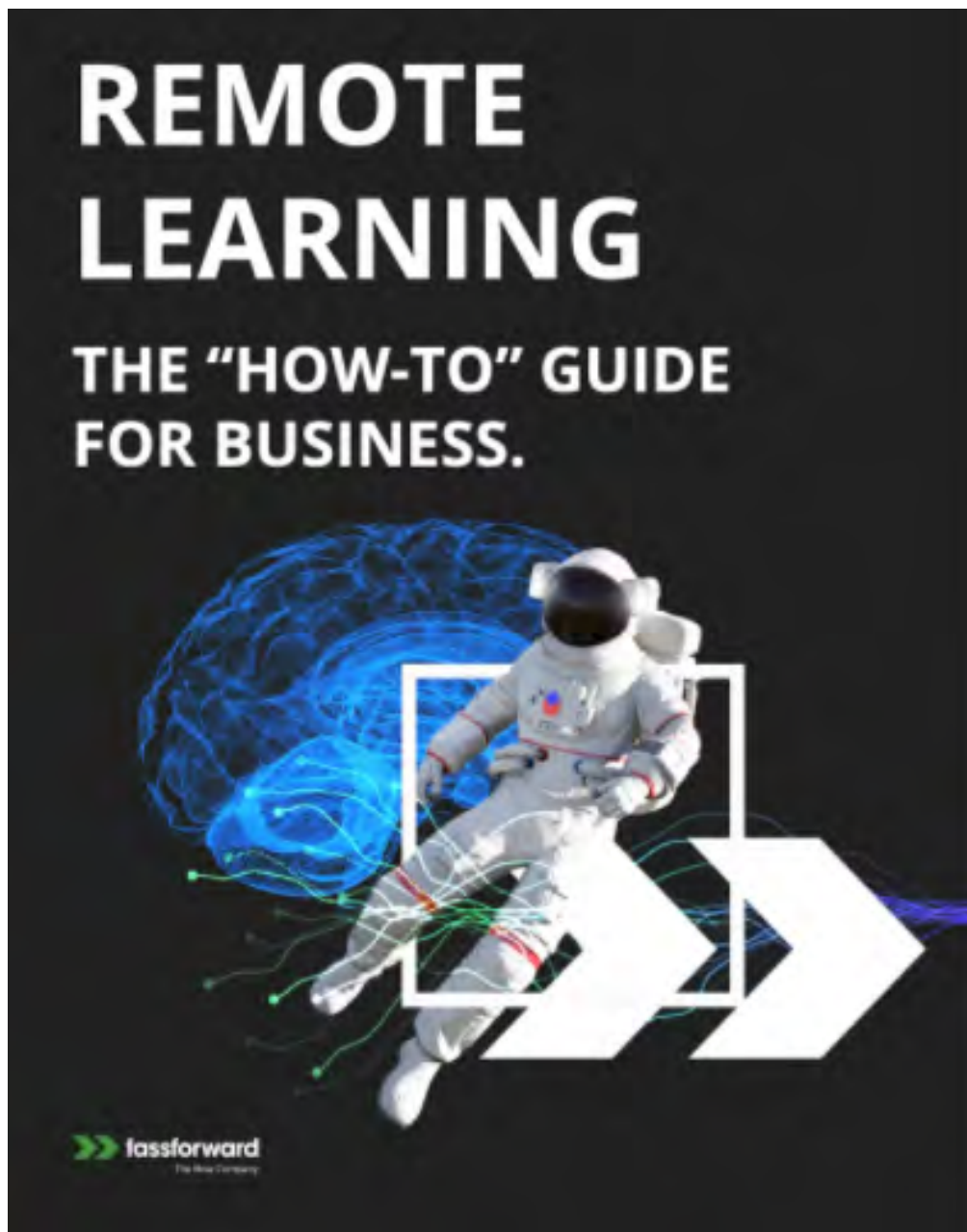


This timely white paper includes hyper-relevant snippets like the following: “Our research suggests that ‘learning to learn’ will become the foundational skill. As new business models and technologies emerge, the half-life of current skills degrade. Lifelong learning will become an essential part of the workplace. Firms will continue to upskill their existing talent. Employees will seek out education and credentials to stay relevant in the marketplace.”

“In a remote or hybrid world, consider how your mix of learning assets changes. You are making a mental switch away from classroom training. This is a shift in mindset, from the CLO as an event manager to CLO as a product manager. A shift to learning that is ‘collaborative, continuous, connected and community-based.’

[Remote Learning - The “How-To” Guide For Business](#)

[Remote Learning - Executive Summary](#)



REFERENCES

[Moocs struggle to lift rock-bottom completion rates](#)