Chapter 12
Microlearning for the Masses:
Empowerment of Geographically Dispersed Teams

Mohit Yadav
https://orcid.org/0000-0002-9341-2527
O.P. Jindal Global University, India

Preet Kanwal
https://orcid.org/0009-0006-5114-8381
Lovely Professional University, India

Thi Trang Dang
Vietnam National University, Vietnam

ABSTRACT

Microlearning is emerging as a transformative approach for empowering geographically dispersed teams by delivering targeted, concise, and accessible learning experiences. This chapter explores the future trends shaping microlearning, including the integration of Artificial Intelligence (AI) and Machine Learning (ML) for personalized and adaptive learning, the adoption of Augmented Reality (AR) and Virtual Reality (VR) for immersive training, and the rise of mobile-first platforms that cater to the on-the-go needs of learners. Emphasizing social learning and collaboration, the chapter highlights the importance of interactive and communal learning environments. Additionally, it addresses the critical aspects of data privacy and security, continuous learning opportunities, and the role of analytics in personalizing and improving learning experiences. By understanding these trends, organizations can enhance their microlearning strategies to better support and

DOI: 10.4018/979-8-3693-3338-9.ch012

engage their global workforce.

INTRODUCTION

With the rapid change in technology and globalization of workgroups, organizations are constantly looking for new ways to improve team competence. One such innovation is microlearning-a learning methodology that deals with the delivery of content in small chunks. Microlearning has cropped up as one of the strong tools for dealing with the exceptional team challenges that have been placed by dispersed location teams, hence offering a solution that aligns well with the demands of the modern workforce. This chapter explores the concept of microlearning and its role in empowering teams that are spread across various locations, giving an insight into its benefits, implementation strategies, and future potential.

By definition, microlearning is characterized by sending bite-sized, easily digestible chunks of information that can be consumed quickly and efficiently. Unlike other traditional learning methods that usually require one to take substantial time and attention, microlearning focuses on delivering targeted information in short spurts, typically ranging from just a few seconds to a few minutes. This approach will fit into the busy schedules of today's professionals, meeting the just-in-time learning needs of the modern workforce. In cases where the teams are geographically dispersed and many team members have to work in different time zones with variable resources, microlearning is a practical approach that ensures continuous learning without constraints of time and place.

In teams that are geographically spread across regions and countries, the need for effective learning and development solutions is felt most. Some other common problems that afflict a team apart from coordination could be related to communication and access to uniform training resources. Traditional ways of training-which involve face-to-face workshops or extended eLearning courses-may not logistically fit for every member working remotely from other places. Microlearning solves these issues by providing flexible, accessible, and scalable learning opportunities that can easily be woven into daily workflows. By offering relevant content that will be directly applicable, team members can develop new competencies and knowledge without major disruption in their work ongoing. This section will cover how best microlearning could be used to empower teams that are geographically dispersed. The design and delivery of microlearning, as well as how core principles apply to assure a compelling and impactful learning experience, will be explored in this section. The chapter will also cover the discussion of technology platforms and tools that allow microlearning and describe how the technological tool enables facilitation over challenges in logistics when training remotely. We will demonstrate through