

Getting Started With AI and MR

Use this checklist* to help you plan for artificial intelligence (AI)/mixed reality (MR) learning solutions in your organization.

Play

Try different applications and document what you like about each one. What works and what does not?

Find

Find a business use case that can be resolved using AI or MR. Talk with managers, IT, and any others in the organization to get a sense of whether this would make for a good pilot based on project, interpersonal relations, how the organization uses technology, and how much time these areas of the business are able to devote to the initiative.

Analyze

Document the process: How will using AI or MR improve the learning experience? You do not want to use these technologies simply because they are available. Will using AI or MR increase productivity and performance?

Define

Define the learning goal(s). What do learners need to be able to do after the learning experience?

Measure

Align your measurement performance goals with the business outcomes. Now more than ever, the C-suite wants to see how talent development can have an impact on the organization's bottom line.

Check in

Check in with IT on your project plan. Does your organization have the capabilities from a technology angle? Are there data-collection concerns?

Gather

Gather your content—video, audio, hyperlinks, job aids, text, and so forth—that will be part of the training course or learning initiative.

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Pick

Pick the development tool—or decide to have an outside supplier create the experience. What is your comfort level with technology, and how much time are you willing to spend getting up to speed with creating the experience versus how much would an outside supplier cost?

Pilot

Create a small segment of the AI or MR experience to test access in your organization and usability. Share with the business leaders, IT, and C-suite to make sure they are aligned and on board with your efforts to date.

Create

Create the full AI or MR learning experience. After you pilot and iterate, you can move forward with creating the full learning experience.

Publish

Publish the AI or MR experience. You will also need to decide where to host the experience. Again, this is where you will need to check in with IT.

Test

Test the AI or MR experience with others. How do users feel about the experience? Are they having trouble accessing anything? Are they comfortable with the technology? Document what you find.

Review

Review the project outcomes. What worked? What did not? This will be a learning experience for you, and you want the next project to be better because of it.

*This checklist is adapted from “Seeing the Possibilities With Augmented Reality” (*TD at Work*, 2019, ATD Press).