

TEL LIBRARY

LEM™ and Stackable Lessons™ help scale affordability and lower operational costs.

THE CHALLENGE

Deliver learning solutions at the most affordable price.

Delivering learning solutions at the most affordable price possible is a core principle of TEL Library.

However, achieving this result requires reimagining how education is delivered and how the people doing this work are organized and supported. In order to make this vision a reality, TEL Library had to reengineer its learning design, authoring, production, and technology processes.

THE SOLUTION

Stackable Lessons™ Powered by LEM™

TEL Library's solution for scaling learning content is the Stackable Lessons™ model. This approach allowed staff to use a common learning design and content template for all TEL Library material and to build all operational processes and technology around that single model.



Stackable Lessons™ made it possible to create a collection of stand-alone, self-contained lessons that can be grouped into different products and distributed through a variety of delivery channels. Learning Environment Modeling™ provided a common language and visualization process for communicating the design of these innovative and scalable lesson designs.

POWERED BY LEM™

- Key TEL Library staff are CLEA Certified. The Certified Learning Environment Architect (CLEA) program prepares people to use Learning Environment Modeling™ to create, communicate, and apply innovative learning approaches.
- TEL Library uses LEM™ to develop and innovate its courses. LEM™ equips staff with the tools and guidance needed to create and implement innovative learning models.

“Without a visual modeling tool like Learning Environment Modeling™, it would be really difficult to create the designs that lead to the outcomes we generate.”

ROB REYNOLDS

Executive Director at TEL Library

In addition, TEL Library is committed to cultivating a positive organizational culture in which employees feel valued and motivated. Building from the Stackable Lesson™ approach, TEL Library used Learning Environment Modeling™ to implement a “Stackable Organization”. This type of organization emphasizes specialization in a company’s own processes and products. A Stackable Organization seeks to hire non-specialist staff based on a broad set of traits, including communication skills, general aptitude, eagerness to learn new things, and adaptability. Post-hire, the organization focuses on cross-training and mobility of staff across roles and divisions as necessitated by organizational growth and needs. For organizations supported by a Stackable Organization model, there are considerable benefits, including lower operational costs and increased productivity and scale.

- A stackable, non-specialist organization has access to a much larger talent pool, which means less competition for qualified employees. This allows the organization to pay fair and meaningful salaries that have a lower base value than those paid by organizations that hire specialized talent.
- A stackable organization works to redesign complicated and traditionally specialized tasks so that they can be completed successfully by an entry-level employee. This results in improved

processes and greater continuity and also facilitates organizational scalability.

- Most employees, including managers and most executives, can be redeployed easily and without significant disruption.
- Every employee in the Stackable Organization model becomes a contributor from day one of employment. This reinforces the value of each individual employee.
- Hiring non-specialists into a common position with a common base pay, as well as creating manager roles with a common base pay, creates an equitable pay structure without promoting salary escalation.

Perhaps the biggest challenge to implementing a Stackable Organization model is the need to define the processes and tasks within a learning environment that can be mastered by any employee. Learning Environment Modeling™ provided a clear picture into the knowledge, skills, and abilities needed and the environment that was required to nurture this outcome.

To accomplish this, TEL Library used the same learning progression model developed using Learning Environment Modeling™ for Stackable Lessons™ as a model for organizational performance and growth. This emphasized the impact and value of learning throughout the entire organization while providing a scalable tool for guiding planning and implementation.