

# 5 Mistakes to Avoid in Business E-Learning

A practical checklist for smarter, more cost-effective training

## Your Go-To Guide to Solve Common Challenges & Maximise ERP ROI

- ❌ **The Mistake:** Delivering generic training that ignores specific roles or learning preferences.
- ❌ **Why It Fails:** It leads to disengagement and low retention, especially when content feels irrelevant.
- ✅ **What to Do Instead:**
  - ❑ Create role-specific learning paths.
  - ❑ Use adaptive learning platforms like Docebo or LearnAmp.

## Skipping Skill Gap Assessments

- ❌ **The Mistake:** Jumping straight into course delivery without understanding what learners actually need.
- ❌ **Why It Fails:** Wastes time and budget on unnecessary training.
- ✅ **What to Do Instead:**
  - ❑ Use baseline assessments (via TalentLMS, Kallidus)
  - ❑ Tailor learning plans around real gaps

## Neglecting Engagement

- ❌ **The Mistake:** Relying on static slides or long-form lectures.
- ❌ **Why It Fails:** Learners tune out quickly, especially in remote or hybrid settings.
- ✅ **What to Do Instead:**
  - ❑ Use gamification, microlearning and scenario-based modules
  - ❑ Tools like Easygenerator or EdApp make content interactive

## Failing to Track Progress and ROI

- ❌ **The Mistake:** No clear data on what's working and where learners are stuck.
- ❌ **Why It Fails:** You can't prove impact or improve outcomes without metrics.
- ✅ **What to Do Instead:**
  - ❑ Set up dashboards in your LMS
  - ❑ Integrate with tools like Google Data Studio or Power BI

## Ignoring Mobile Learning

- ❌ **The Mistake:** Assuming training will happen only at desks.
- ❌ **Why It Fails:** Mobile-first teams or hybrid employees struggle to access content on the go.
- ✅ **What to Do Instead:**
  - ❑ Choose mobile-friendly LMS platforms (Moodle, 360Learning)
  - ❑ Optimise content for tablets and smartphones