
Artificial Intelligence and Future of Teaching and Learning

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Abstract:

Teacher is the only one who knows best what kind of teaching his class needs—courses on compliance or achieving certain goals. But he may still need to figure out where to start or what specific information to add to his systems. And here, ChatGPT—an artificial intelligence chatbot, will come to his aid. It will help him brainstorm and create a content plan for the future online course. For example, his school has switched to a remote asynchronous work model. He wants to educate your students on communicating effectively, including email and avoid misunderstandings. For the AI to help plan the course, he just needs to send a request to the chat (also called a prompt).

1. Introduction:

Teaching at schools and universities and designing courses for adult learners are two completely different things, to bridge this gap, you need to study adult learning theories. **Andragogy** which has 4 principles. Adults learn better from their experiences, and their past knowledge should be taken into account and need to be able to apply learning to solve a specific problem. They need to be involved in the planning and evaluation of their instruction. **Transformational learning** attempts to help learners change — or transform — their existing

frames of reference through a process of problem solving, procedural tasks, and self-reflection, it can shift an individual's perspective on how to behave, interact, or solve problems. **Experiential learning** requires a hands-on approach that puts the learner at the center of the learning experience, active participation is key, but the theory says that learning happens only when the individual reflects upon what they are doing. Active involvement, reflection upon practice, conceptualization of the experience, and use of knowledge gained from experience. **Self-directed learning** (SDL) which is a process where individuals take the initiative to diagnose learning needs, form learning goals, identify resources, implement a learning plan, and assess their own results. SDL often occurs with the help of teachers, mentors, resources, and peers. **Technology-based learning** Teaching systems-based or process-based knowledge Massive open online courses (MOOCs). **Project based learning** (PBL) requires learners to solicit feedback and continually review results, to increase the possibility of long-term retention of skills and knowledge. It requires the use of diverse skills, including inquiry, critical thinking, problem solving, collaboration, and communication. **Action learning Developed** is an approach to problem solving that involves taking action and reflecting on the results. The goal is to improve problem solving processes and simplify the resulting solutions. Adult learners have a wealth of experience to draw on when learning and they want their voices heard. They learn best when there are opportunities to self-reflect and internalize the learning. They aren't used to receiving direction in education and want to be respected for their experience. Ideally, they want to contribute their experience and wisdom when in a learning environment, rather than just absorbing content. Adult learners need a purpose or motivation for learning. It might be that learning a framework can make a process more efficient and/or the learning might help them achieve goals – ranging from realizing personal achievements to improving in their current role, or even preparing for a new role.

Who is the audience and what are they like? What is the problem we are trying to solve? Why are we doing training at all? What is the desired outcome of this learning experience? What does the audience already

know? What tools are best to deliver this type of information? When does this need to be delivered?

2. What AI Can't Do

While artificial intelligence can help create an online course, please don't rely on it to do all the work for you. There are many nuances in a well-designed online course that require human attention. So, let's take a look at the most important ones: **Tailoring content**, the AI can parse any standard information related to the topic of your content. But this doesn't guarantee that everything it finds will meet your needs. Moreover, ChatGPT is very repetitive, and its sentences can be unwieldy. Therefore, we need a human editor to proofread what AI generates and leave in the text only relevant, accurate, and valuable parts. **Being creative**, AI learns from the data it encounters, previous experience and interactions with it. However, it cannot generate original thoughts and ideas. AI can help organize and analyze data, but its "mental" abilities are vastly inferior to a human's. **Controlling the quality**, AI has excellent learning abilities, but its understanding of language and logic is limited. Without human oversight, you run the risk of low-quality content that will affect the overall experience of your course. It is necessary to check the content not only for grammatical errors and errors in the construction of phrases but also for plagiarism and the integrity of the statistics offered by AI.

3. Soft Skills Training Is Equally Important as Hard Skills

Hard skills such as coding, accounting, or engineering are essential, many other skills also affect work and productivity, team communication is vital for achieving success through a comfortable working environment, and critical interpersonal skills necessary for fostering a productive working environment. Types Of Soft Skills that Will Improve Productivity In the Workplace, Many talents can indirectly boost productivity in the workplace. **Communication skills**, Oral and

written communication abilities allow for productive expression at work. The list of essential skills includes transparency, self-assurance and self-esteem, the ability to listen, communication skills, posture, written communication skills, supportive feedback, and friendliness. A win-win scenario will result from your staff' improved ability to interact with clients and inside the team. This helps to be more productive and persuasive during communications while creating a friendly atmosphere. **Problem-solving**, this major skill requires multiple sub-skills, as every case is unique: Non-linear and systematic thinking, proactivity, determination, perception, reasoning, Mediation, inventiveness, and evaluation. After mastering it, your staff members will be able to handle unexpected obstacles and boost their initiatives and objectives efficiently. Additionally, they'll be able to find, use, and develop alternative solutions for problems. **Leadership**, the ability to lead others while achieving the company's objectives and mission is a soft talent. Mastering this skill requires compassion, unselfishness, flexibility, adaptability, humbleness, intercultural skills, sincerity, confidence, and kindness. By improving their leadership skills, staff members will more efficiently assign tasks, provide and receive constructive criticism, take responsibility, and inspire other team members to reach objectives and KPIs. **Teamwork**, Employees that have good teamwork abilities can function successfully in a group environment. To benefit from it, one needs to have the following skills: be able to provide assistance, support, management, delegation, attentive listening, creative collaboration, negotiation, and deal-making. Teamwork encourages positive workplace interactions and gives coworkers the tools they need to cooperate more successfully and achieve your company's objectives. **Critical thinking**, This is the capacity to evaluate data dispassionately, consider other viewpoints, and exclude for making rational decisions. It requires many different skills, including analytical and critical thinking, idea generation, rational and innovative thinking, the ability to conduct a dialogue, cooperation, observation, and the ability to implement new materials, ideas, and

achievements in practice. Critical thinking encourages your team to think outside the box. Also, it allows them to assess the advantages and disadvantages of many choices and come to well-informed conclusions by applying these abilities. This dramatically increases the likelihood that they will provide the required outcomes for your company. **Time management**, the ability to manage time effectively, arrange it as needed, and distribute it fairly across various tasks. The list of subs skills required to master includes task management, categorizing, ambition, energy, forethought, evaluation, determination, decision-making, concentration, the ability to entrust others with assignments, mindfulness, adapting, and systematizing. By practicing better time management, your personnel may work more productively toward their objectives. In the end, this approach boosts efficiency and increases output.

On the other hand, Soft Skills Training Guide, Developing soft skills training modules is not easy, but it is a must. Prior to taking any steps, consider the following aspects to build a genuinely engaging and efficient training program. This is the universal pattern suitable for every field of human activity. However, it may vary in detail depending on your company's industry. **Identify the needs**, before googling soft skills training examples, establish what skills your workers need to develop. Arrange several surveys, interviews, and performance evaluations. Thus, you will have the necessary data to find the skill gaps. **Pick the training format**, Learning soft skills takes a lot of work. Platforms offer multiple training formats available for skills training, including workshops, seminars, tutoring, and training to make it easier. **Work on training materials**, after picking the training format, switch to planning soft skills training topics. Ensure that any training you deliver to the team is engaging and interesting. For this purpose, you must update them every 2–3 months. Also, using real-life examples to help employees apply the skills makes learning very efficient. **Develop a schedule**, Every type of training should be continual. Schedule frequent training sessions to help your staff retain the skills they acquire and

provide them with more possibilities for growth and learning. **Evaluate the result**, Pay special attention to post-training evaluation. It will help you see how beneficial it has been. It is also essential to make the required changes to your program. You can find out what should be changed exactly by analyzing feedback. This helps to discover areas that can be improved. Based on AcademyOcean, such changes can be real game changers boosting the quality of training.

4. AI Learning Management System LMS:

AILMS offers various features to enhance the effectiveness and ensure quality results: Gamification, Integrating gamification elements can transform the learning experience. LMS incorporates game-like elements such as quizzes, challenges, and rewards, making the training process more interactive and enjoyable. Interactive Content, LMS facilitates interactive content creation, including videos, simulations, and scenarios. This is when you get a more engaged team and offer practical, real-world examples that resonate with people. Personalized Learning Paths Tailoring learning paths based on the roles granted within the teams regardless of the scale. This ensures that they get relevant information and stay focused during the whole process. LMS gives the instrumentation to create unique learning paths for the team, making the content more meaningful to individual learners. Mobile Accessibility, In today's fast-paced work environment, flexibility is key. LMS is designed with mobile accessibility in mind, allowing the creation of online compliance training for employees anytime, anywhere. This flexibility promotes a continuous learning culture within the organization. Progress Tracking, Monitoring and tracking employee progress is crucial for assessing the effectiveness of a compliance training course LMS provides robust analytics and reporting features, allowing administrators to track completion rates, quiz scores, and overall engagement. Examples Of Peer to Peer Learning in the Workplace, While there are many formats peer learning

can take, not all of them will suit your needs. This all strongly depends on the industry you operate in. For example, real-estate businesses have their own peculiarities and ways to achieve success. I have gathered here some of the most common and impactful examples. Those have the highest chances. Action Learning Groups, Small groups of 4-8 employees tackle real workplace problems together through discussion, brainstorming and testing ideas. Mixing varied roles and perspectives fosters creative solutions. Action learning is immersed in real work, driving high engagement. This is especially beneficial for the Banking industry. Debates, Friendly debates spur employees to research topics deeply, finding evidence to support their position. The dialogues that emerge boost perspective-taking, analytical skills and decision-making ability. Discussion Groups, Led by an employee facilitator rather than a boss, discussion groups explore topics like new technologies, innovations and workplace issues. The peer format promotes open sharing of knowledge, ideas and concerns. Coaching, Employees coach each other in areas like public speaking, time management, project planning, etc. By first setting their own learning goals, coachees take greater ownership over their development. Peer Mentor, New hires are paired with a workplace peer mentor to guide their onboarding. Mentors share job knowledge, networking contacts and advice gained from experience. Both mentors and new hires find value in the leadership opportunity. Lunch And Learns, During the lunch break, an employee presents to coworkers on a topic they have expertise in, sparking informal discussion and Q&A. These voluntary sessions encourage passion-led learning. , Peer Performance Reviews, Coworkers provide feedback to each other, enabling collaborative goal-setting and accountability. This fosters a culture of ongoing mentorship rather than isolated annual reviews. The interactive nature of peer learning activities results in richer development than passive information consumption. Employees enjoy learning more when it's social, relevant and empowering. Benefits Of Using Peer-to-peer Learning , There are

many advantages to building peer learning into your employee training and talent programs. I want to name several of the most prominent peer to peer learning benefits. Building Strong Teams, Peer learning activities like action learning, coaching and lunch & learns to bring coworkers closer together. The empathy, trust and communication skills built transfer back to everyday work collaboration. Obviously, a well-trained and united team much outperforms just well-trained teams. Increasing Engagement, Leading their own learning sparks internal motivation in employees. When engaged in peer-to-peer interaction, they gain confidence to share ideas and take intelligent risks. This active participation drives greater ownership and passion for their development and contributions. Maximizing Employee Talent, Peer learning helps you leverage the unique skills and experiences existing within your people. Their lived wisdom often carries more weight than outside expert advice. Both mentors and mentees get to sharpen their abilities by teaching. Through peer study and collaborative practice, employees transform each other into more effective leaders and innovators. The strength of your organization grows from within through ever-increasing knowledge and collective intelligence. Rather than siloed learning, peer participation enables company-wide perspective sharing so everyone benefits. As employees feel invested in each other's growth, alignment and engagement increase across. For Creating Engaging Web-based Learning, Follow these six tips when devising customized web-based learning programs, **Identify Your Audience's Learning Needs**, Align WBT objectives with specific organizational goals and employee skill gaps. Understanding the target demographic, like new hires undergoing onboarding procedures, helps frame relevant content, answering "What's in it for them?". Needs assessment forms the crux for impactful web based trainings. **Set Learning Goals**, Clearly defined goals provide guiding posts to streamline course development. These desired takeaways anchor the training focus for staying on track to meet audience requirements revealed from the initial needs analysis.

Well-established learning goals should outline both broad and specific outcomes that learners should achieve after completing the web-based training program. The broad goals describe the overall purpose of the training and how it aligns with organizational objectives. For example, a broad goal could be to improve customer service skills across the sales team. **Adopt the Best Training Software**, Choose stable WBT platforms with built-in tools and varied content templates supporting your training vision. Cloud-based software like AcademyOcean simplifies creating customized courses with engaging interactions. Your web training portal should also enable bite-sized mobile learning natively through apps. This allows for digesting microlearning content for quick reference during work. **Use The Right Course Format**, Blend training styles to facilitate different learning needs. For instance, adopt asynchronous videos for foundational concepts and synchronous webinars for collaborative applications. Balancing self-directed and group activities improves retention while keeping remote teams connected. Mixing things up combats monotony while showcasing course flexibility. **Simple Steps To Personalize Onboarding**, You don't need fancy technology or huge budgets. Here are six things to customize that make a tangible difference: Start Onboarding Before The First Day, Kick off the onboarding journey early by having managers call new hires when they accept the job offer. It starts to build rapport and excitement for the first day. Send a welcome box with company swag to make them feel special. Point them to relevant industry news and thought leader blogs to read. The more you front-load, the less overwhelming your first job day will be. Develop A Mentorship Program, Assign peer mentors to guide new hires in their first months. Mentors can answer job-specific questions without newbies feeling shy or self-conscious. Accordingly, this helps ramp up productivity faster. Try to match mentors and new hires based on shared background, experience, or personality style. Meeting during the workday also offers informal coaching time. Make Learning Materials More Engaging, Rather than a generic slide

deck, create fun and useful online video tutorials. Have department leaders explain core systems, processes, and tools instead of trainers. This builds connections and familiarity with key stakeholders. Organize information around likely new hire questions and needs. Share digestible chunks on demand rather than overwhelming upfront data dumps. Organize Team Building Events, Schedule monthly lunches, after-work socials, and informal coffee meetups. This gives new starters a chance to meet colleagues in a relaxed setting. Bonding as a team builds camaraderie and a supportive environment. Personalize the events around new hire interests and hobbies for easy icebreakers—for example, a ping pong tournament for sporty types or a book club for avid readers. Schedule Regular HR Check-in Calls, Don't leave new employees hanging after day one. Have HR book 30-minute check-in calls at regular intervals, such as the end of week one, month one, and quarter one. Individualized training gives new team members a friendly ear for any pressing questions. It also flags potential problems early before frustration sets in. Ask specific questions to uncover the unique challenges each person faces. Make the Materials More Engaging, Collaborate with each new hire on a customized 30-60-90 day roadmap. Outline clear role expectations, key progress indicators, and target objectives. Consider individual strengths, growth areas, and interests when setting goals. Schedule regular touchpoints to review progress against the roadmap. Recognize small milestones and wins along the journey. This keeps new starters engaged, supported, and focused. Bring People Together With Personalized Onboarding, Forgetting someone's name during introductions or glossing over role specifics leaves a poor first impression. That's why taking an impersonal approach fails new employees when they are most vulnerable. Personalizing every process phase makes people feel welcomed, valued, and set up for excellence. So be human - take the time to discover individual needs, barriers, and goals. Help people forge connections through a mentor, role model, or new colleague. When you show you care about

someone's unique path to success, you open the door to possibility from day one. What possibilities will your next new hire achieve with personalized onboarding? Businesses may foster a culture of continuous learning and development, allowing their workers to succeed in their jobs and contribute to the overall growth and success of the firm. Define Objectives, Defining the objectives is the cornerstone of producing working and efficient earning courses. This requires determining the specific skills, knowledge, and attitudes you want your workers to possess after completing the training. Setting precise goals assists in the adaptation of new skills and helps to put them into practice in real-life situations. Review Existing Learning Material Before beginning the production process, evaluating any previously utilized training materials is critical. This review allows you to highlight areas for improvement and verify that the information is up-to-date and relevant to your current needs. Design a Training Plan, A well-structured training strategy is essential for successfully developing training content materials. It should include a description of the topics to be addressed, the length of the training, and the proposed delivery methods. A detailed strategy charts the road to a successful and efficient training program. Choose an Authoring Tool, Choosing the correct writing tool is critical for speeding up the creation of training materials. "AcademyOcean LMS" stands out among the famous and user-friendly choices accessible, offering a wide range of features and templates that facilitate the design of exciting training materials. Create Your Training Material, Create compelling training materials using the writing tool you've chosen. Use multimedia components like photographs, videos, and interactive quizzes to improve the learning experience and keep employees interested throughout the training process. Test It in the Field, Pilot-test the contents with a small group before rolling out the training program to all staff. This pilot test allows you to collect helpful feedback, identify potential adjustments, and tweak the materials to ensure they achieve the required training objectives. Deliver the Training Material, Once the

training materials have been fine-tuned, it is time to implement the program and distribute the information to your personnel. Depending on your organization's needs, consider several delivery options, such as in-person meetings, virtual training, or a combination.

5. How to Measure the Effectiveness of Student Education

The key performance indicators (KPIs) which show how successful your teaching efforts are. So, Engagement rate which indicates how eagerly your content is consumed and thus you know whether it needs improvements. You may measure your engagement rate with the number of page views, depth of page views, etc. when your students entered the course last time, how much time they spent there, where exactly they left the course, etc. Having metrics may evaluate the efficiency of your student education, Number of requests to student support which Hopefully, your student support tracks the number of requests they have. As in such a case, you will be able to compare it with the number of requests after you launch your student education project. And student churn rate. The users involved in your content will have a deeper understanding of your courses, especially if you take care of delivering information about it in an engaging way. Let's start with the training module definition, it is a component of an online course built around a specific goal or objective. Modular training programs can cover broad themes. A module covers a single topic. Compared to a book, the book is the whole training program, and a chapter is a single module covering its aspect but remains logically connected. Scalability is another exciting aspect of employee training modules. You can scale the modular learning course depending on your organization size. A small organization may need a course consisting of 3-5 modules. With the organization's development, your products will become more complex, requiring adding new modules to an existing course. A modular system will

help a great deal with building extended enterprise learning from scratch or improving existing learning modules. Considering that learning courses are complex and diverse, learning modules share logic. One can't build a diverse learning course with the same-type modules. Various modules allow diversifying and improving learning. Modules vary by the number of lessons and learning objects. The latter is an even smaller part of the education course. Employee training modules may have the following types:

Assessment, These modules are designed to assess learners. This type includes various question types, tests, and other assessment tools. They control the effectiveness of a learning program by checking learners' knowledge and estimating how effective, exciting, and engaging every course is. It can also be used as a final stage of a course to give learners certificates after they prove their knowledge.

Informational, It is a trendy type of module. It comes in the form of presentations with text and pictures. One is also offered control buttons to move between slides. A single presentation is often dedicated to a single aspect and used for training large audiences and providing information on updates or technologies.

Video materials, This module includes or consists of videos. For example, a video lecture, instructions, and guidance are recorded to be reused. Videos allow interaction with a learner through two channels: audible and visual. One may encounter texts that include the third information consumption channel. Videos are great for training remote learners covering single topics, giving the feeling of human interaction. You may have seen this on various websites. It is a standard section with questions and answers. This type of training module for employees allows them to organize learning materials conveniently and gives learners quick and easy access to the information. Note FAQ can only supplement existing courses, being a convenient addition.

Micro module, Standard modules cover a specific aspect or topic. In turn, a microlearning module answers a single question or a way to resolve a single problem.

They take lesser than 5 minutes to complete. When the problem is too big, it is better to use any other module or just split it into smaller ones, using a micro module to resolve each. To Create the Best Training Modules, following a structured approach is vital. By incorporating the offered steps into your process, you can ensure that the learning modules you use are engaging, impactful, and meet the desired learning outcomes while engaging people in the process. It works best in combination with carefully planned role-play scenarios. **Define The Problem**, Before diving into developing training modules, it's essential to define the problem clearly. You can also find it called a learning objective. In both cases, the first step is to identify the issues. These include knowledge gaps, lacking skills, etc. After that, the main goal is to ensure the module aligns with these needs. **write a SMART Objective**, Crafting a Specific, Measurable, Achievable, Relevant, and Time-bound objective is crucial to steer the development of your training module. Clearly articulate what learners should be able to accomplish or demonstrate after completing the module. This objective will serve as a guiding principle throughout the module creation process. **Create Your Training Module Template**, Creating a consistent and well-organized template can enhance its effectiveness. Consider structuring your module with an introduction, objectives, content sections, interactive activities, assessments, and a conclusion. This template will provide a framework for organizing the information and maintaining a logical flow. **Share With Your Learners And Track The Results**, For this purpose, utilize a suitable delivery method, whether it's through a learning management system (LMS), online platforms, or in-person sessions. Also, establish a system for tracking the results and gathering feedback to evaluate the module's effectiveness and make necessary improvements.

Depending on the industry in which your company or organization is operating, current staff, skills, knowledge, and

experience, you will need different training modules. It gets even more complicated with training for franchisees, as this process has certain pitfalls to deal with. Let's look at how to develop a learning module. This brief instruction is aimed at helping to develop a module template and use it in your training software or an LMS.

Conclusion:

Personalization, Streamline your employee online training initiatives with our highly personalized and automated LMS for employee training. Dynamic content, Engage learners with interactive content, such as simulations, scenarios, and gamified elements, making the online training platform for employees more immersive and compelling. Create personalized learning paths that cater to each person's needs and goals, ensuring a tailored employee online training experience. Personalization at Its Core, Our employee learning platform is designed to provide each learner with a personalized experience, ensuring maximum engagement and knowledge retention. Customize the online training platform for employees to suit their preferences and learning styles. Notifications, Send notifications to your learners by easily connecting an email tool or messenger, such as Intercom with the employee training software. V Assessments, Test employees' knowledge and help them understand their level and points of growth, Quizzes & Exams, Video answers, Home task center , Our employee training system features comprehensive assessments, quizzes, exams, and skill-tracking capabilities to evaluate and track employee progress. Training & Development, Deliver an employee online training program that meets the needs of every learner. Utilize our online training platform to offer employees online training courses tailored to various roles and skill levels, Upskilling & reskilling, Knowledge base and Certification. Leverage our versatile employee learning platform to facilitate upskilling and

reskilling through adaptive learning techniques and personalized employee online training courses.

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