

ARTHA
LEARNING INC.

Building a Safer Workplace with eLearning



WORKPLACE VIOLENCE

Welcome to the Workplace Violence module. This module will address your responsibilities to proactively contribute to a safe workplace environment. During the module, you will also be navigating through scenarios that address violence in the workplace. It is important to recognize that despite working in often challenging situations, no one is expected to get used to or accept workplace violence as an occupational hazard. There is zero tolerance for violence in the workplace.

Start

 William Osler
Health System

Case Study



Client



William Osler
Health System

Industry

A hospital that wants to create a safe space for its employees through workplace policy training

Client Need

The largest community hospital in Ontario is committed to protecting its staff from harassment, sexual harassment, bullying and violence at work. It was aware of the need to improve standards on workplace policies and prevent escalation of offending incidents. To accomplish this, a learning solution was created that accommodated a wide variety of employee groups, connecting workplace policies with real-world experiences, and addressing emotional and topics. Approximately 4000 learners across a wide range of diverse roles -- such as physicians, specialists, administrators and managers -- use these learnings each day.

Learning Objectives



By the end of this learning experience, you will be able to:

- Explain your responsibilities in contributing to a safe workplace environment.
- Identify the different types of workplace violence.
- Summarize and locate the available resources.
- Proactively prevent, respond to, and report incidents.



Artha's Solution

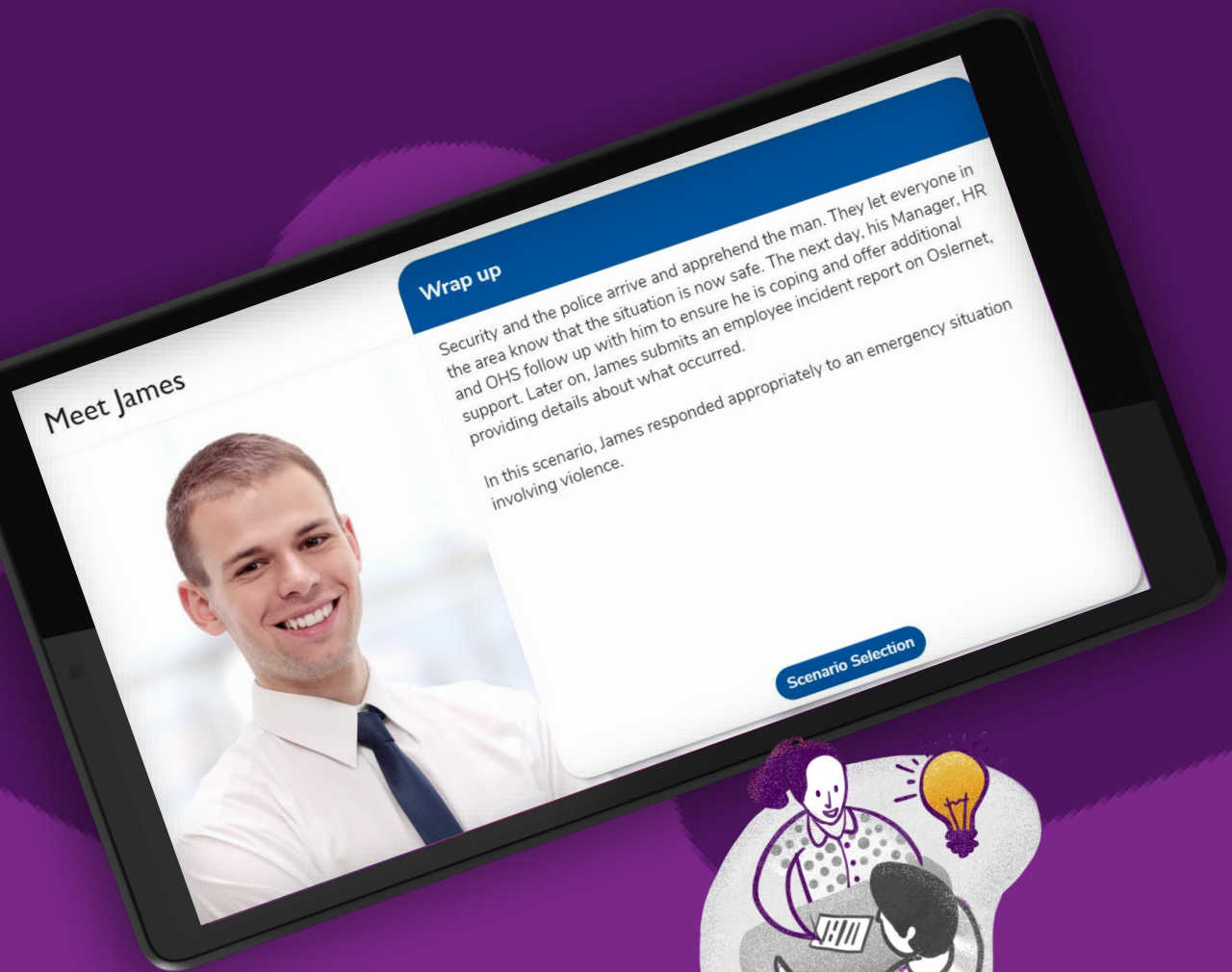
Following an in-depth discussion with the client, Artha's team designed two SCORM compliant eLearning modules hosted on William Osler's Learning Management System (LMS). The modules were composed of a variety of interactive elements to organize and deliver the content. These included 'click and reveal' modals, definitions, and multimedia carousels. After reviewing the material and understanding their responsibilities as employees, learners had to answer a series of knowledge check questions and sign a digital attestation. The modules were created using a variety of tools such as Articulate Storyline, Adobe Creative Cloud, and Google Workspace.



Adapt content to different learner personas

This module was created for all the health care workers at a Hospital, thereby resulting in a very varied target audience. In order to make the learning scenarios relevant to the different learners personas, we employed a branched technique. Four scenarios were built to reflect various job types in the scenarios, however, not all scenarios are equally applicable to all learners. The learner could choose to do any two of the four scenarios, and was provided content for only the unattempted scenarios afterwards.





Outcome

- The module allowed learners to focus on content to suit their individual needs, resulting in shorter seat time and higher retention.
- Learners were able to select scenarios most relevant to their needs and refer to specific policy documents to highlight its relevance and meaning.

Outcome



The course has since been repurposed as an in-person workshop as well. It received rave reviews from the learners and the client:



The Artha Learning team was **fantastic to work with**, they were **quick to understand our vision and bring it to reality**. We are very pleased with the final product.



Thank You!

Contact us to learn more.

 ARTHA
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ArthaLearning