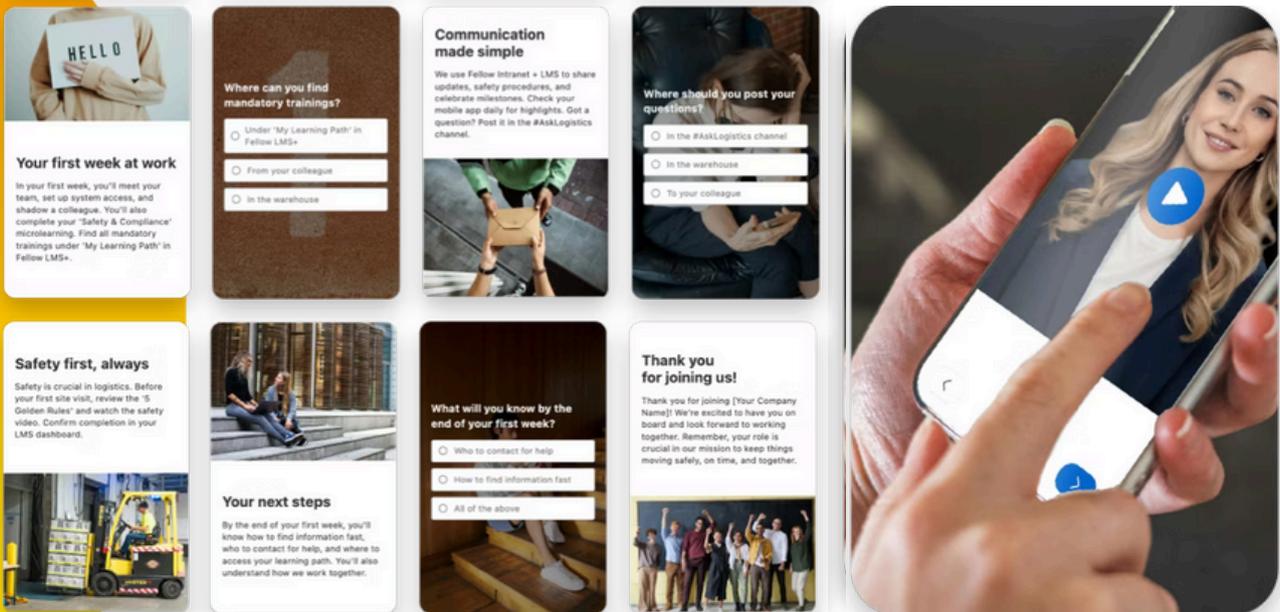


From knowledge to impact

5 steps to better workplace training

AI-powered and secure



“We used to spend days building training manuals. Now, with secure AI support, it takes just 20% of the time, and learners actually enjoy the content.”

Anna Schmidt, L&D Specialist



Why workplace learning needs a new approach

“Workplaces evolve faster than ever. Learning must evolve with them. Simple, secure, and built for people, not processes.”

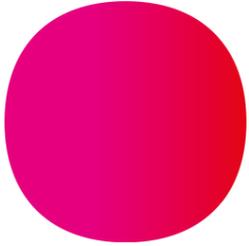
Mujibor de Graaf
CEO Fellow Digitals



The traditional approach to training is no longer enough in today's fast-paced, hybrid workplace. With teams spread across locations, tight schedules, and constant change, employees need learning solutions that are quick, relevant, and easily accessible. Outdated training methods are slower, less engaging, and fail to keep up with the demands of modern business. It's time to rethink how we deliver learning and make sure every employee is equipped to succeed - no matter where they work.

This is the challenge that this whitepaper addresses. We'll show you how AI-powered learning can help you create faster, more engaging training that fits the needs of today's workplace. With just a few simple steps, you'll learn how to use AI to simplify content creation, increase engagement, and build scalable learning systems that keep pace with your evolving workforce.

Ready to see how it's done? Let's turn learning into real impact.



The 5 steps to impact

1. Identify the right training material

No need to reinvent the wheel. Start with your existing documents, identify the key content, and get ready to transform it into engaging, easy-to-digest learning units.

2. Turn dry content into engaging formats

Use AI to transform static text into interactive learning cards, quizzes, and visuals that boost motivation and retention.

3. Use visual formats to capture attention

Bring learning to life with AI-generated avatar videos that deliver your training content clearly and naturally.

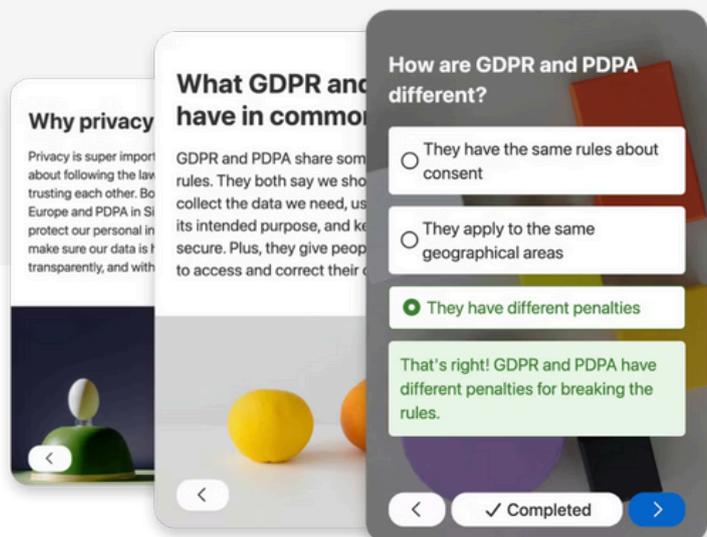
4. Localize it!

Ensure every team learns the same content – automatically translated and adapted to local languages and contexts.

5. Test, collect feedback, and improve

Run pilot courses, gather real learner feedback, and refine your content continuously for measurable impact.

Discover how to put these 5 steps into action on the next pages.





Step 1 Identify the right training material

Turn existing knowledge into accessible learning

Before you start creating new courses, ask yourself: What content already exists and how can it become meaningful, memorable learning?

The typical situation: You probably have PowerPoints, manuals, or PDFs covering topics like safety, hygiene, or product knowledge. But let's be honest: very few people actually read them. They're long, static, and hard to find. The solution: AI as a structure helper.

AI-supported systems like Fellow LMS+, with its built-in AI Course Generator can analyze your existing materials and turn them into structured, bite-sized learning units. The platform identifies key topics, builds logical outlines, and helps you get straight to fine-tuning.

Benefits:

- Clear, accessible training content
- Reuse your existing materials
- No need for external content production

Example:

A 30-page safety manual was annually sent to employees from a service company. People felt like they had to repeat the same content every year, yet missed the important changes. Content was quickly absorbed and quickly forgotten.



Step 2

Turn dry content into engaging learning formats

Learning that sticks, and inspires

Effective learning thrives on interaction and variety. AI can help you design content that's not only understood, but remembered.

Here's how it works: With Fellow LMS+, and its built-in AI Course Generator, you can automatically transform text into different formats, such as:

- Learning cards with key messages
- Quiz questions with instant feedback
- Visual elements like AI-generated graphics or icons

Why it matters: Engagement drives results. When employees recognize themselves in the content, completion rates rise - and learning impact grows.

Example:

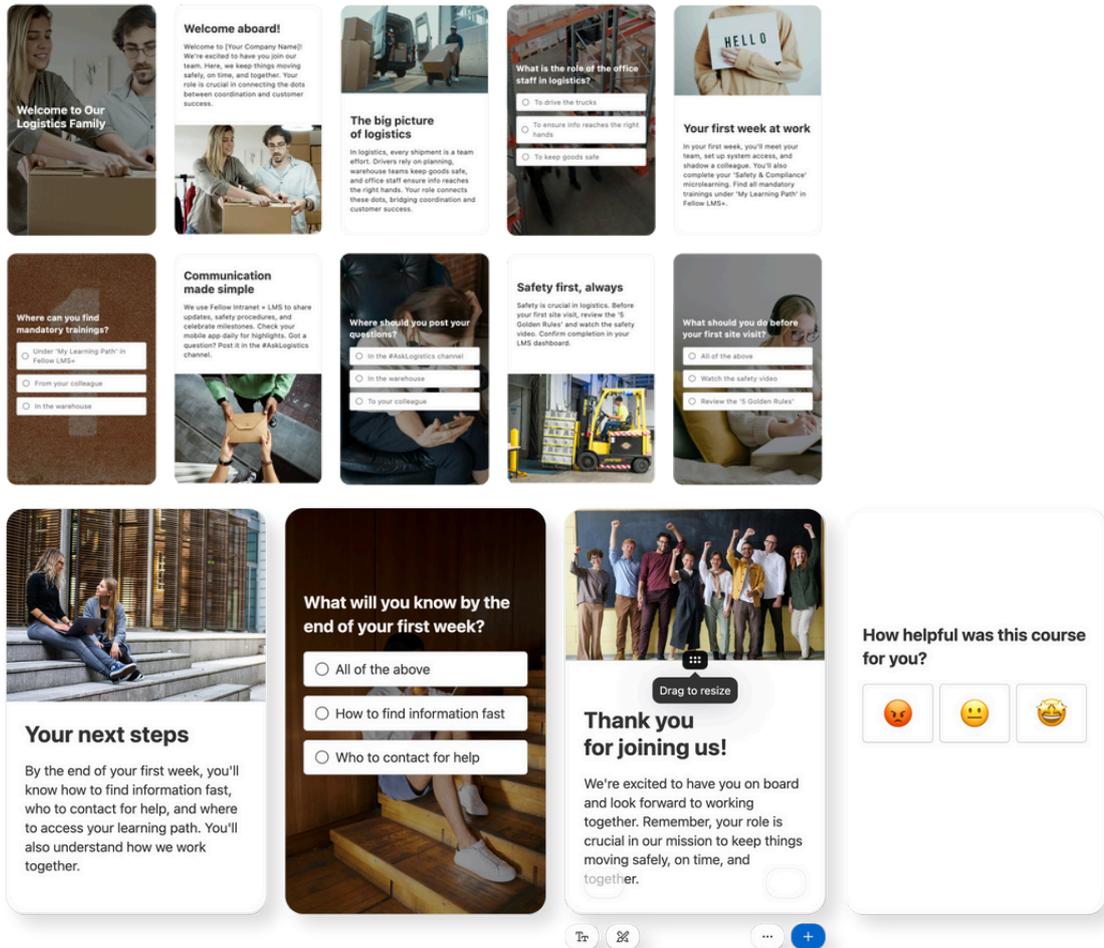
The 30-page safety manual, that earlier got neglected, was automatically converted into eight short, interactive microlearning cards. The result: employees could learn key points quicker and reflected their knowledge prompted by quiz questions.

All comfort for the editor: While learning cards are automatically generated – including images and quiz questions – you, as the content editor, have full freedom to fine-tune every detail.

And of course, you can add your own videos, examples, or links – creating the perfect blend of automation and personal relevance.

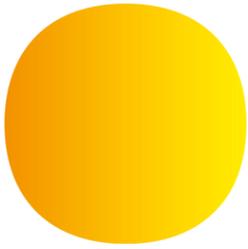
Pro Tip:

Keep modules short (max. 5 minutes). It lowers the barrier to start, and boosts retention, especially for frontline teams without desk access.



Don't forget data protection:

Always make sure sensitive data stays in secure environments. Fellow LMS+ offers EU-based hosting, ISO 27001 certification, and full GDPR compliance - so you can innovate confidently and safely.



Step 3

Use visual formats to capture attention

Show it, don't just tell it

Learning isn't a reading marathon. Visual content helps learners grasp ideas faster, and keeps them engaged.

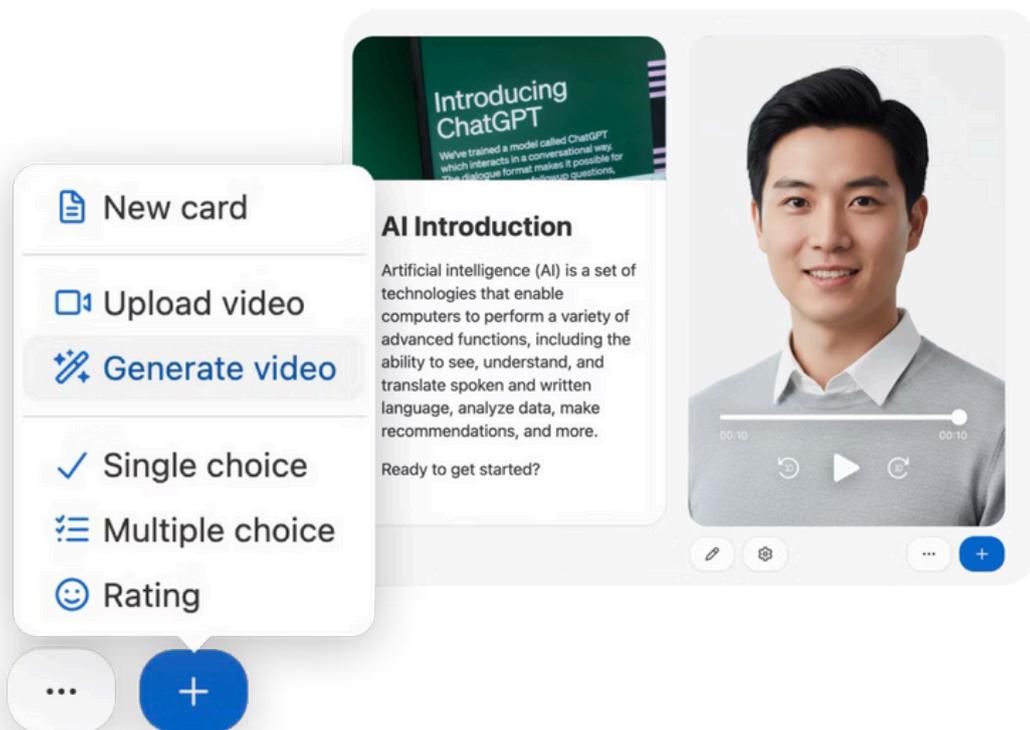
AI-generated avatars can explain complex topics in a simple, friendly tone, perfect for learners who prefer watching or listening over reading.

Fellow Digital's **AI Course Generator** includes:

- A variety of avatar models, male and female, in different styles
- A wide selection of languages and dialects
- The ability to adapt the script as you go
- Automatically translated scripts and avatar settings for future courses in multiple languages

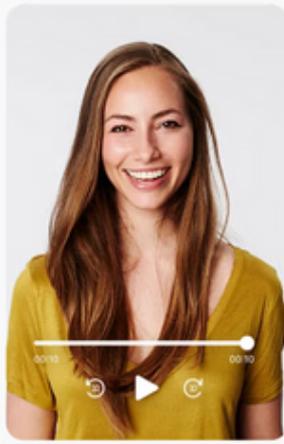
Example:

A European retail company introduces a multilingual avatar to explain its new IT security policy in four languages. The result: a 30% higher completion rate and stronger understanding across teams.

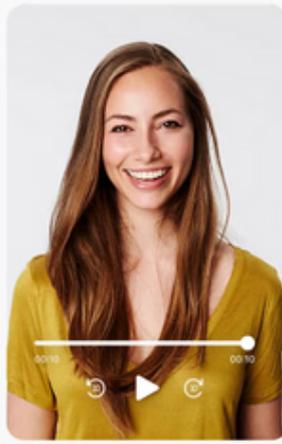




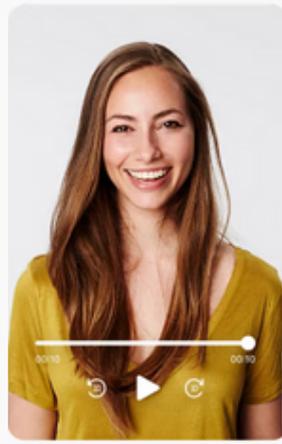
Welcome



Willkommen



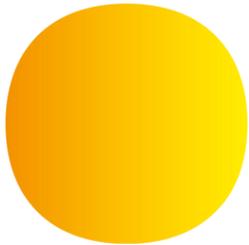
Welkom



Välkomna



مرحبًا



Step 4 Localize it!

One message, many languages

Many organizations operate across countries and cultures.

To keep everyone aligned, you need a system that makes translation and version control easy.

How AI helps:

- Automatic translation of texts and quizzes
- Central management of multilingual courses
- Reusable templates for standard training

This approach saves time, ensures quality, and makes knowledge truly scalable.

Example:

An organization creates its onboarding course in German, then automatically translates it into English and French.

The AI adapts texts and questions for each context — so every team learns the same thing, in their own language.



Duration ⓘ

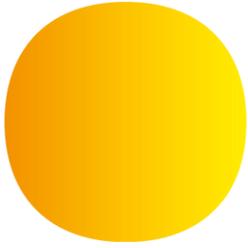
Member limit ⓘ

Language

Category

Save Cancel

- Deutsch (German)
- English
- Español (Spanish)
- Français (French)
- Hrvatski (Croatian)
- Indonesia (Indonesian)
- Italiano (Italian)
- Magyar (Hungarian)
- Melayu (Malay)
- Nederlands (Dutch)
- Polski (Polish)
- Português (Portuguese)
- Română (Romanian)
- Shqip (Albanian)
- Slovenčina (Slovak)
- Slovenščina (Slovenian)
- Tiếng Việt (Vietnamese)
- Čeština (Czech)
- Български (Bulgarian)
- Македонски (Macedonian)
- Русский (Russian)
- Српски (Serbian)
- Українська (Ukrainian)
- ไทย (Thai)
- 中文 (Chinese)



Step 5

Test, collect feedback, and improve

Learning is a process, not a project

Even with AI supported automation, one element remains key: human perspective.

Why pilot groups matter: A small internal test run helps you find out if your course is clear, engaging, and relevant. Built-in feedback tools in Fellow LMS+ make it easy to gather comments directly within the course; fast, anonymous, and actionable.

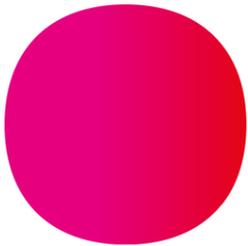
The results:

- Higher learner acceptance
- Continuous improvement of your content
- Better learning outcomes across all locations

Example:

A hotel group pilots a new food safety course. After employee feedback, they add more practical examples, and completion rates rise by 22%.





Data protection & information security, the foundation of digital learning culture

“Secure AI is more than technology, it’s about trust. Only when we take data protection seriously can we achieve true digital inclusion, where everyone counts.”

Martyna Sagel
Product Consultant & Data Protection Officer, Fellow Digitals



Innovation needs trust

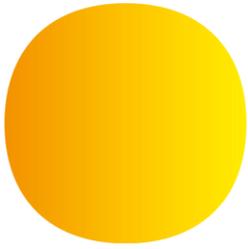
As AI becomes part of everyday learning workflows, one factor matters more than anything else: trust that employee data, internal documents, and company knowledge are handled securely.

In many organizations, learning material includes sensitive information - from safety procedures and quality guidelines to operational know-how and internal processes. When this kind of content is processed by AI, leaders need reassurance that nothing leaks, nothing leaves the region, and nothing is used for purposes they didn’t agree to.

That’s why security isn’t a technical detail. It’s the foundation that allows teams to confidently adopt new tools, experiment with AI, and bring learning to everyone – without putting the organization at risk. And this is exactly where a secure, modern learning platform becomes essential.

Fellow LMS+ and its built-in AI Course Generator offer:

- 100% hosting within Europe
- ISO 27001 certified data centers
- Encryption, role & access management
- Regular security audits
- No third-party data training - your content remains yours



Conclusion

Learning that includes everyone

“The real power of AI in learning isn’t speed - it’s inclusion. When everyone has access to knowledge, organizations grow stronger together.”

Mujibor de Graaf
CEO Fellow Digitals

AI as a partner, not a replacement

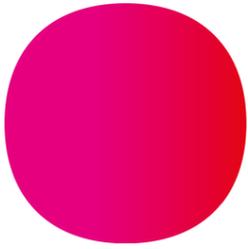
AI helps you create training content that’s faster, more engaging, and more consistent - but real success lies in bringing people together and making learning accessible for all.

Your benefits at a glance:

- Up to 70% less time spent on course creation
- Consistent quality through templates and translations
- GDPR- and ISO-compliant data protection
- Higher motivation and adoption among employees

AI supports you - but you stay the creative mind behind it. Together, we make digital learning easy, secure and inclusive.





About us

Fellow Digitals

Since 1997, Fellow Digitals has helped organizations connect, inform, and empower employees, wherever they work. Our all-in-one platform for learning, knowledge sharing, and communication ensures that frontline, office, and remote teams are always included.

Our solutions - LMS, Intranet, and Community - are secure and easy-to-apply standalone platforms, or can be incorporated into our all-in-one solution, Fellow LMS+. From AI-powered microlearning to accessible intranet and mobile apps for easy news exchange, we help organizations work more efficiently, accelerate onboarding, and sustainably capture knowledge.

Over 600,000+ employees in 41 countries rely on Fellow Digitals every day to succeed together.

Curious to see how this would work for your organization?

Request a personal 1:1 demo, tailored to your use-case
Contact us via info@fellowdigitals.com or call **+31 (0)20 305 76 60**



The AI Course Generator as a standalone tool or within Fellow LMS+, starting at €2 per user

Privacy-first · Bite-sized learning · Easy to apply

[Get started now](#)

