

Proposed Solution: Interactive, Scenario-Based E-learning Module

Design Proposal:

- Create a 5-minute or less interactive e-learning module focused on RSUs for new employees
 - Design Reusable Learning Object (RLO) that can be leveraged in multiple situations beyond this module
 - Focus on concepts that are evergreen vs. time bound to lessen the need for frequent updates
- Use a relatable protagonist (recent college graduate or new to role skills-based achiever) to guide learners through scenarios
- Include interactive elements, activities, or infographics while maintaining accessibility for all
- Embed brief knowledge checks

Learning Objectives:

- Explain the key features and characteristics of Restricted Stock Units (RSUs) and how they differ from traditional stocks. (Understand)
- Describe the vesting process for RSUs at Intuit, including the timeline and the relationship between performance and the number of RSUs granted. (Understand)
- Calculate the number of fully vested shares an employee would have at different stages of the vesting schedule, given specific RSU grant amounts. (Apply)

Content Structure:

1. What are RSUs?: Definition and basic concept including how they fit into the Intuit total rewards compensation package.
2. How RSUs Work: Interactive sequence showing grant, vesting, and payout process
3. RSUs and Performance: Explain the link between job performance and RSU grants
4. Vesting Schedules: Infographic showing compounding effects of multiple grants
5. Knowledge Check: Brief quiz covering key concepts
6. Summary and Resources: Recap of key points and where to find more information

Engagement Features:

- Use relatable situations to make content personally meaningful
- Keep each section brief and focused on one key concept
- Incorporate visual elements like animated graphs and infographics
- Use interactivity to maintain engagement and reinforce learning

Measurement:

- Track completion rates through the LMS
- Analyze results of the embedded knowledge check
- Survey participants on relevance and usefulness of the content
- Monitor reduction in RSU-related queries to the HR help desk

This approach addresses the specific needs of new employees, focuses on the key concepts of RSUs, and aligns with the preferences for concise, practical, and engaging content. It also incorporates measurement strategies to evaluate its effectiveness.

This could additionally be an infographic with same information to address the different types of learners in the group of 17,000 associates.