

Getting the Most from Percipio and LinkedIn Learning: Insider Tips for Taking Control of Your Professional Learning and Avoiding Overwhelm

Presented by:

Angie Young

Ed.D., Senior Instructional Designer

Kay Miller Harding

MA, Senior Instructional Designer

Employee Services Learning & Development
University of Colorado - System



Presentation Overview

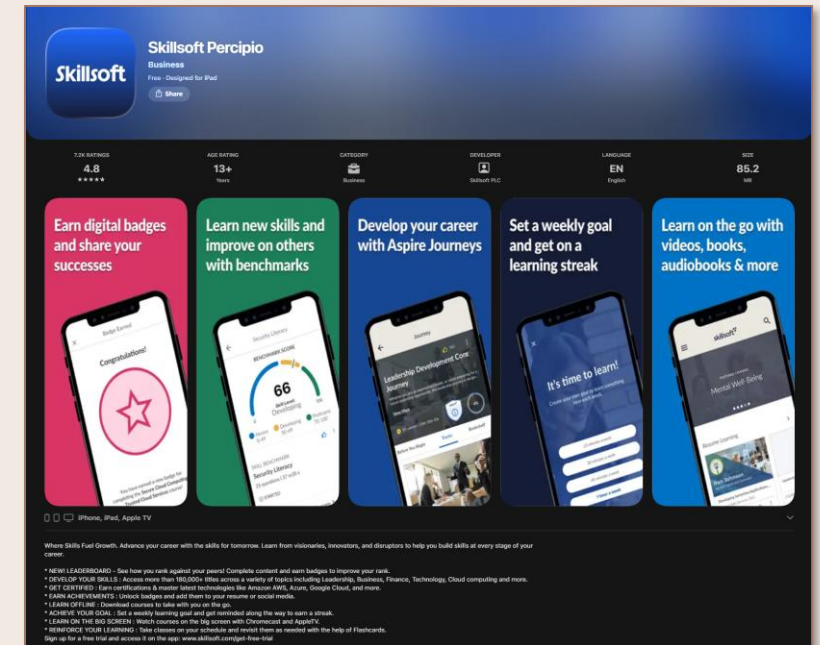
- Describe what Percipio and LinkedIn Learning have to offer.
- Share some suggestions for how to get the most out of both platforms.
- Demonstrate the process of finding, selecting, and curating the right resources for your specific needs.

What is Percipio?

Percipio is the primary platform for delivering training and professional development at CU.

Percipio also offers:

- Optional professional development courses and videos on a wide range of business and wellbeing topics.
- Books! There's a whole library of books on business, professional, technical, and wellbeing topics, as well. All free to access. The list includes brief “executive” summaries and audiobooks, as well. You can download onto your phone (if you have the app) and listen on your commute.
- Training completions update daily into HR tracking systems for compliance purposes.



What is LinkedIn Learning?

- Use LinkedIn Learning for career growth.
- LinkedIn Learning Offerings:
 - Learning Resources
 - Skills
 - Courses
 - Videos
 - Weekly Tips Series
 - Audio (podcasts and audio lessons)
 - Blogs
 - Application
 - Skill assessments
 - Real-time practice with feedback
 - Credentialing
 - Certifications through official partnerships
 - Certification preparation
 - Academic credits
 - Badges created by organization
 - Customized Career Coaching
 - AI-powered coaching
 - AI role play
 - Office hours



Professional Development Topic Areas

- Business Skills
 - Leadership and management
 - Innovation
 - Communication
 - Project management
- Technology Skills
 - Data science
 - AI
 - Software programs
 - Python
- Creative Skills
 - Photography
 - Video editing
 - Music
- Health & Wellness
 - Mindfulness
 - Stress management



How Can You Get the Most
from Your Learning?

Choose a Goal and Define it.

Why clarify the goal?

- There are a lot of resources on both platforms.
- It is easy to become overwhelmed and never use what you learn.
- Start small and choose something that you can apply right away.

Choose a Goal and Define it.

Sources:

- Personal interest
- Career movement
- Work with supervisor or mentor
- New technology
- Trends in field

Choose a Goal and Define it.

SMART Goals

- Specific
- Measurable
- Achievable
- Relevant
- Time-bound

*More information on SMART goals can be found on Percipio.

AI SIMULATOR

★★★★☆ 4 (126) 20 XP



Setting SMART Goals

Effective goal-setting is critical for achieving success, both for the individual employee and the organization as a whole. In this performance review scenario, a Marketing Department manager is working...

8m Skillsoft Everyone Last updated: Aug 15, 2024

From Channel:

[Setting Goals](#) [Measuring & Managing Performance](#) [Setting and Managing Priorities](#) [Managing Priorities](#) [Leadership Simulations](#)

COURSE

120 XP



CU: Writing SMART Performance Goals - u00192

This course will teach users how to describe the difference between hard and soft skills, describe the components of a SMART goal, develop SMART goals for both hard and soft skills, and understand the...

1h CU Everyone Last updated: Jan 31, 2025

From Channel:

[Human Resources - CU Denver - List of Online Courses](#) [Human Resources - System Administration - List of Online Courses](#) [Human Resources - CU Anschutz - List of Online Courses](#) [Outreach Roles](#) [Benefits Roles](#) [Leave Roles](#) [Payroll Roles](#)

VIDEO

★★★★★ 5 (2) 10 XP



Creating Individual Development Plans and SMART Learning Goals

SHRM BASK 2025

Upon completion of this video, you will be able to outline how to create individual development plans and SMART learning goals to guide development.

6m 49s Skillsoft Intermediate Last updated: Mar 31, 2026 by [Barb Waters](#)

From Course: [SHRM BASK 2025: Learning and Development](#)

SMART Goals: Examples

“I will write one article about networking for LinkedIn by the end of this week.”

“At 3:00 today I will watch a video on Communication from my Percipio library and note one skill that I want to apply.”

Essential Question

A straightforward question about one thing that you want an answer to.

For example:

- “How can I streamline the emails that send every day?”
- “What is one best practice for working with AI that I am not using?”

Choose a Platform

Training ▾

< 4 of 9 > ⋮

LinkedIn Learning



Skillssoft Percipio Help ↗



Skillssoft



Resources



Training Summary



Professional Development



CU on Coursera



Coursera Consortium



Choose a Platform



Percipio and LinkedIn Learning both offer:

- Courses
- Videos
- AI Simulations
- Skills assessments
- Certification preparation
- Hands-on coding practice

Percipio Offers:

- Search both platforms simultaneously.
- Extensive library of e-books, audiobooks, and book summaries.
- Daily updates to Human Resources management system.

LinkedIn Learning Offers:

- Option to link to LinkedIn profile
- Focus on video-based courses with “practice-along” activities
- Career upskilling feel
- Focus on flexibility

Find Resources

In Percipio:

- Ask AI Assistant
- Try a Skill Benchmark

In LinkedIn Learning:

- Use your Career Path

Ask AI Assistant

AI Assistant

Today

AI ASSISTANT

Welcome Katherine! I can help you find learning content to meet your goals. What is your goal today?

Provide as much detail as possible, so that I can give you the best recommendations.

Here are some trending topics to get you started:

- What is Agile?
- How do I manage project stakeholders?
- How do I automate with macros?
- Why do leaders need emotional intelligence?
- How do I become a better presenter?

What can I help you with?

How can I learn to manage projects as a beginner?

90 of 100 words remaining

Finding Skill Benchmarks

Refine your results

Off Personalize for my role

Filter by

Type	Count
<input type="checkbox"/> Aspire Journey	11
<input type="checkbox"/> Audiobook	33
<input type="checkbox"/> Book	201
<input type="checkbox"/> Certification Path	1
<input type="checkbox"/> Channel	3
<input type="checkbox"/> Course	164
<input checked="" type="checkbox"/> Skill Benchmark	2
<input type="checkbox"/> Video	412
<input type="checkbox"/> Content	1
<input type="checkbox"/> Learning Path	4

[Show More](#)

Ratings

<input type="radio"/> ★★★★★ 4+	433
<input type="radio"/> ★★★★☆ 3+	452
<input type="radio"/> ★★★☆☆ 2+	453
<input type="radio"/> ★★☆☆☆ 1+	455

[Clear Ratings Filter](#)

Duration


<input type="checkbox"/> 5 minutes or less	146
<input type="checkbox"/> 5 - 15 minutes	291
<input type="checkbox"/> 15 - 45 minutes	69
<input type="checkbox"/> 45 - 60 minutes	50
<input type="checkbox"/> 1 - 2 hours	66
<input type="checkbox"/> 2 hours or more	235

Expertise

+

Results for "leading others"

Show new content only



COURSE 4.6 (2372) 100 XP


Leading Others through Conflict

Conflict is inevitable within any organization, and successful leaders must know how to manage conflict. Resolving conflict doesn't have to be a negative force, and leaders can set the tone for conflict...

42m 30s Skillssoft Everyone Last updated: Jan 2, 2026

From Channel: [Managing Conflict](#)

From Aspire Journey: [Workplace Wellness](#)



BOOK 5 (2) 600 XP


The Leadership Pipeline: Developing Leaders in the Digital Age, Third Edition

Set up your company for long-term success by building and reinforcing your leadership pipeline in the newly revised third edition of The Leadership Pipeline, a team of veteran leadership practitioners...

3h 55m Skillssoft Everyone Published: Feb 12, 2024

by [Ram Charan](#) [James L. Noe](#) [Kent Jonassen](#) [Stephen Drotter](#)

Best Chapter Match: [Leading Others](#)




VIDEO 5 (1) 10 XP

Leading Others through Conflict

In this course, you'll learn how to establish a positive conflict environment, as well as how to confront your own conflicts productively. You'll also learn how to use conflict as a positive force that...

53s Skillssoft Everyone Last updated: Jan 2, 2026

From Course: [Leading Others through Conflict](#)




BOOK 625 XP

Building a Career in Software: A Comprehensive Guide to Success in the Software Industry

Software engineering education has a problem: universities and bootcamps teach aspiring engineers to write code, but they leave graduates to teach themselves the countless supporting tools required to...

4h 10m Skillssoft Everyone Published: Sep 26, 2020 by [Daniel Heller](#)

Best Chapter Match: [Leading Others](#)




ASPIRE JOURNEY 4.8 (67)

Leadership Development Core Journey

Whether you are an experienced leader, or you're preparing for a future leadership opportunity, this leadership journey is designed to provide you with a solid foundation of core leadership competencies...

Skillssoft



ASPIRE JOURNEY 4.9 (17)

Leader of Leaders Journey

When you become a leader of other leaders, you reach a critical moment that requires a different kind of leadership...

Finding Skill Benchmarks

Refine your results

Personalize for my role

Results for "leading others" Show new content only

Skill Benchmark Clear all

Filter by

Type	
<input type="checkbox"/> Aspire Journey	11
<input type="checkbox"/> Audiobook	33
<input type="checkbox"/> Book	201
<input type="checkbox"/> Certification Path	1
<input type="checkbox"/> Channel	3
<input type="checkbox"/> Course	164
<input checked="" type="checkbox"/> Skill Benchmark	2
<input type="checkbox"/> Video	412
<input type="checkbox"/> Content	1
<input type="checkbox"/> Learning Path	4

[Show More](#)

Ratings

<input type="radio"/> ★★★★★ 4+	2
<input type="radio"/> ★★★★☆ 3+	2
<input type="radio"/> ★★★☆☆ 2+	2
<input type="radio"/> ★★☆☆☆ 1+	2

[Clear Ratings Filter](#)

Duration

<input type="checkbox"/> 5 - 15 minutes	2
---	---

Expertise

+

Content Source

+

SKILL BENCHMARK

4.8 (8) 50 XP

Strategies and Styles for Effective Business Leadership

Effective business leadership requires a range of strategies and styles to succeed. Discover how to lead a customer-centric culture, cultivate empathy, promote diversity, and influence and persuade others...

12m Skillsoft Everyone Last updated: Apr 22, 2026

From Channel:

[Thinking Strategically](#) [Managing Priorities](#) [Judgment & Decisiveness](#) [Leading a Culture of Execution](#) [Leading Innovation](#) [Leading Organizational Vision](#) [Problem Solving & Decision Making](#) [The Influential Leader](#) [Thinking Critically](#) [Customer First Leadership](#) [The Digital Savvy Leader](#) [The Adaptive Leader](#) [Leadership in the Age of AI](#) [The Data-Driven Leader](#)

SKILL BENCHMARK

4.2 (14) 25 XP

Communication Unit Benchmark

Communication skills are vital to professional success. The ability to understand, and make yourself understood, whether in person, in writing, or virtually, is a cornerstone of working with or leading...

10m Skillsoft Everyone Last updated: Mar 19, 2026

From Aspire Journey: [Communication Journey](#)

How relevant were the search results?

★ ★ ★ ★ ★

Using Skill Benchmarks

Home

Search...

EN-US 405 XP

BENCHMARK SCORE

49

Skill Level: **Aspiring**

0 100

Novice 0 - 9 Aspiring 10 - 49 Developing 50 - 69 Proficient 70 - 89 Advanced 90 - 100

Data Literacy (Beginner Level) 2.1 (68) EARN 100 XP

Skill Benchmark | 37m 30s | 25 questions

Your personalized recommendations are based on questions answered incorrectly within the benchmark.

- Watch short videos based on specific questions answered incorrectly
- Complete courses to build complete understanding of topics you missed

About this Skill Benchmark

The data literacy benchmark will measure your ability to speak the language of data. You will be evaluated on your ability to recognize key topics such as; data science concepts, analytics, database types,...

[View More](#)

Update Benchmark

Detailed benchmark results

Based on your benchmark score, here are your recommendations:

Learn fast with 3-8 minute videos

Modern Data Sources

VIDEO

Commonly Used Data Sources

Artificial Intelligence, Machine Learning, & Deep Learning

VIDEO

Data, Deep Learning, and Artificial Neural Networks

Data Governance and Compliance Issues

VIDEO

Solving Data Governance and Compliance Issues

Data Management

VIDEO

Data Management Strategies

Cover key concepts with 20-90 minute learning

Traditional Data Architectures: Relational Databases

COURSE

4.2 (213) 80 XP

Data Architecture

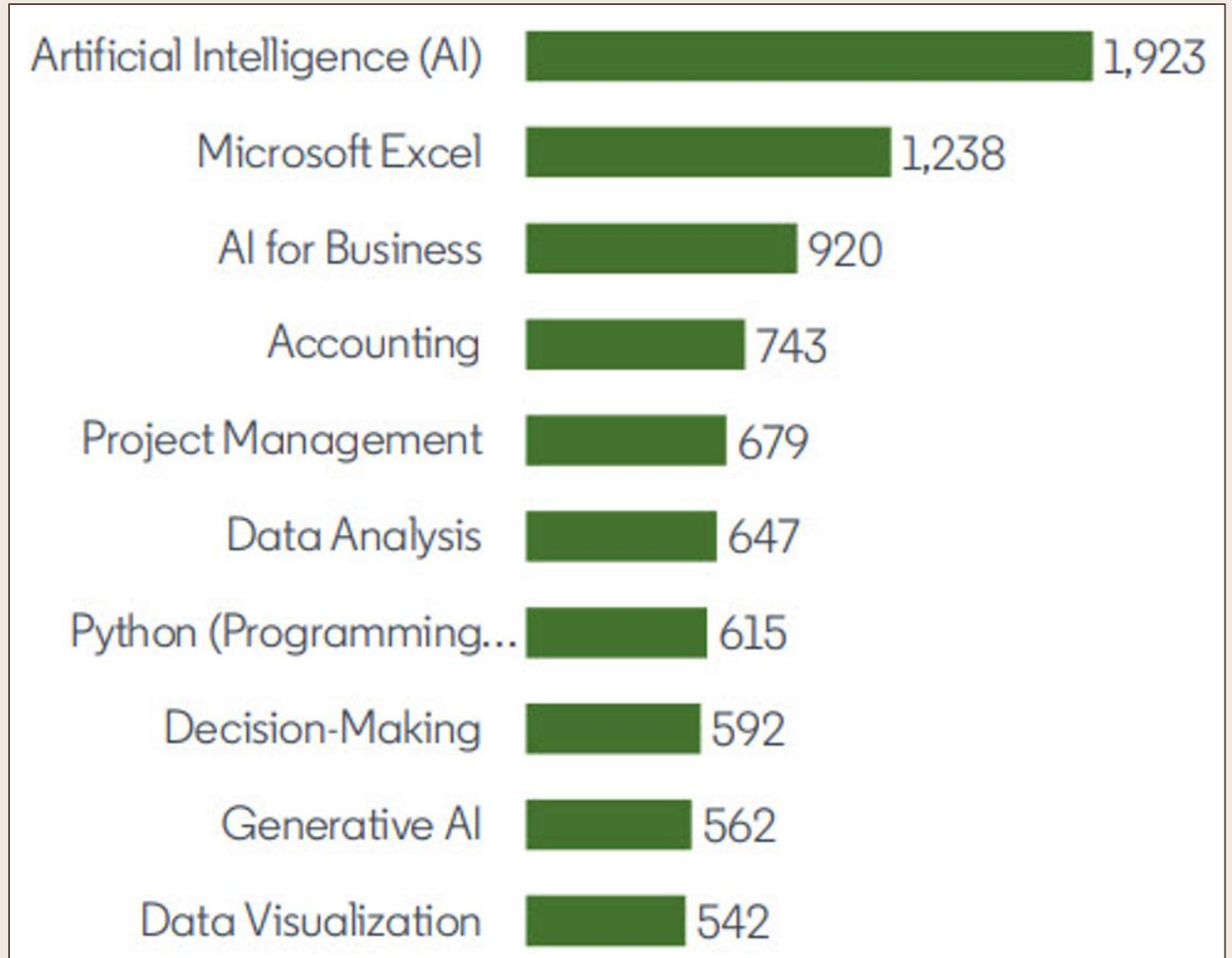
Databases are essential in working with large amounts of data. Managers, leaders, and decision-makers need to choose the right approach when working on a large dat...

34m 48s Skillssoft Beginner Apr 2021 by Mehran Vahedi

From Channel: [Data Essentials](#) [Data Warehousing](#)

From Aspire Journey: [Data for Decision-makers and Leaders](#)

Using Career Path to Guide Learning



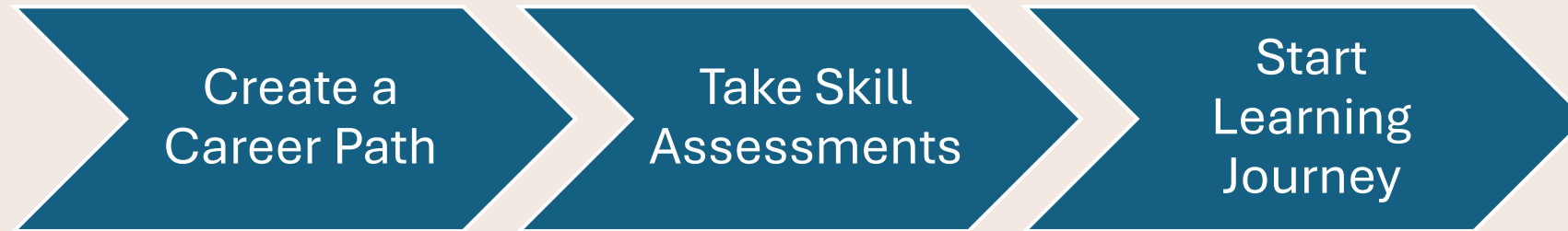
Using Career Path to Guide Learning



Top Learning Paths (April 2025 - April 2026)	
Learning Path Name	Unique Viewers
Accounting Ethics: Authentically give voice your values	114
CRM	13
CU Anschutz Management Essentials Part 1	8
Skill Building in Artificial Intelligence	7
Advanced Social Media Marketing	2

Using Career Path to Guide Learning

Julia is a project manager who wants to move up in her career.



Ongoing:

- AI coaching
- AI role play
- Obtain certifications

Using Career Path to Guide Learning

Career Paths

Role recommendations are based on your career goal and tailored using your company's roles or LinkedIn's economic graph data. Click a role to see how your skills match, or update your goal to explore other paths.

Explore your next role at University of Colorado

Based on transitions within University of Colorado and your industry. [Learn more](#)

```
graph LR; PM[Product Manager] -- Most common --> SPM[Senior Product Manager]; PM -- Similar --> LPM[Lead Product Manager]; PM -- Similar --> TPM[Technical Product Manager]; PM -- Pivot --> PMgr[Project Manager]; PM -- Pivot --> MM[Marketing Manager];
```

Browse our collection of Role Guides

Job family LinkedIn Learning Seniority level

Accountant	Business Analyst	Business Development Manager	Customer Service Manager
Customer Service Representative	Cyber Security Analyst	Cyber Security Specialist	Data Analyst
Data Engineer	Data Scientist	Data Specialist	Database Administrator
Financial Analyst	Full Stack Engineer	Graphic Designer	Human Resources Manager

Professional Certification

Sal wants to get a professional certification in project management.

- He already does some project coordination for his team and wants to improve his skills.
- He thinks certification would look good if he decides to negotiate a promotion.



Professional Certification

He visits both Percipio and LinkedIn Learning to find certification prep in project management.

He finds Project Management Institute (PMI) has certifications on Percipio. He knows the PMI has a good reputation in the field and the certification is respected.

Home

Library

What's New

My Learning

Assignments

Certification Center

Skill Benchmarks

Practice Labs

AI Simulations

AI Assistant

My Settings

Help

Log Out

Welcome to the Certification Center!

Step into your central hub for comprehensive guidance on obtaining your certification. You'll find a wealth of resources to help you prepare, monitor your advancement, and stay on course to achieve your certification goals.

My Certifications

From your first step down a certification path, you'll have a clear view of all your progress and achievements here.

Guiding you to certification

Follow our expertly-curated certification paths to help you prepare and maintain a clear view of your progress to certification.

↓ Jump to all certifications

Show us your certifications

Upload all your certifications to prove your skills and show a drive to learn and grow.

➕ Add your existing certifications

Certifications can boost your career

According to Skillsort's IT Skills & Salary Report

- 60% Improved quality of work
- 48% Greater work engagement
- 43% Greater efficiency

By vendor (22)

- (ISC)² (ISC)2
- American Society for Quality (ASQ)
- aws AWS
- Cisco
- CompTIA CompTIA
- EC-Council EC-Council
- GitHub GitHub
- Google Google
- HR Certification Institute® (HRCI®)
- Information Systems Audit and Control Association
- International Association of Privacy Professionals (IAP)
- International Institute of Business Analysis (IIBA)
- International Software Testing Qualification Board
- Kubernetes
- Microsoft
- Microsoft Office
- Oracle
- Project Management Institute (PMI)®
- Red Hat
- Scrum.org
- Society for Human Resource Management (SHRM)
- vmware VMware



Professional Certification

He looks up the PMI website and reviews the different certification options.

He decides the Certified Associate in Project Management (CAPM) is the best choice for him.

He takes note of the costs, benefits, application process, and preparation needed.

This screenshot shows the 'Certification Path' for the Certified Associate in Project Management (CAPM)®. The header includes a 'Start' button, an 'Ask a Mentor' button, and a rating of 4.7 (156). A progress indicator shows '0%' completion, with 'Path not started' and 'Earn a certification' labels. Below this, the exam level is 'Beginner' and the exam format is 'Multiple choice'. The 'About this certification' section states that the CAPM certification is an esteemed credential offered by the Project Management Institute (PMI). The 'Details' section includes a link for 'Requirements for certification' (highlighted with a red box) and 'Learn more about the CAPM exam'. The 'Syllabus' section lists 26 courses (25h 58m) and 3 others (3h). The first course is 'Project Management Fundamentals and Core Concepts', which focuses on demonstrating an understanding of project life cycles, planning, roles, and responsibilities.

This screenshot shows the main overview page for the Certified Associate in Project Management (CAPM)® certification. The page features a large blue circle with the 'CAPM' logo. The text states 'No experience required' and describes the certification as proof of foundational knowledge and skills. Pricing is listed as 'Member price \$225' and 'Full price \$300', with an 'Apply Now' button. A navigation menu includes 'Is CAPM Right for You?', 'Path to Certification', 'How to Prepare', 'Testimonials', and 'Maintenance'. The 'Is a CAPM right for you?' section highlights that the CAPM is ranked #1 out of 'The 9 Most In-Demand Professional Certifications' and lists common career paths for CAPM-certified professionals, such as Assistant Project Manager, Project Administrator, Project Analyst, Project Coordinator, and Project Manager.

Professional Certification

He takes note of the costs, benefits, application process, and preparation needed.

On Percipio he sees “After completing this journey, you will be ready to take the CAPM certification exam.”

About this certification

The Certified Associate in Project Management (CAPM) certification is an esteemed credential offered by the Project Management Institute (PMI) that demonstrates your understanding of fundamental project management concepts and processes. Ideal for aspiring project managers and professionals seeking to enhance their project management skills, the CAPM certification validates your knowledge of project management principles as outlined in the PMBOK® Guide.

After completing this journey you will be ready to take the CAPM certification exam.

[Show less](#) ^

Details

Requirements for certification

[Learn more about the CAPM exam](#) ↗

[Certification Fee](#) ↗

Syllabus

26 courses (25h 58m) | 3 others (3h) [Expand all](#)

- 1 Project Management Fundamentals and Core Concepts** ^

In this track of the Certified Associate in Project Management (CAPM)® journey, the focus will be on the following:

Professional Certification

He discusses it with supervisor and gets the okay apply for the exam.



Sal decides on a schedule for completion and sets up a daily study routine.

Learning to guide others

Gina is a manager that wants to use LinkedIn Learning and Percipio to learn how to conduct performance reviews and guide her team through performance improvement.

She establishes the SMART goal:

“Before the next round of 1-to-1 meetings with my team, I will learn at least one new practice for guiding team members.”



Learning to guide others

Gina looks for a Skill Benchmark under Management to see if there are any for her specific situation.



She chooses the Developing Others Skills Benchmark because she finds it to be most relevant to her needs.

From her results, she chooses:

- Two videos
- One AI Simulation

Gina focuses on one or two skills from the videos that she can put into practice right away.

The AI Simulation enables her to try out the skill before meeting with her team.

Learning to Guide Others

Gina's second goal was to use Percipio to guide her team's professional growth.

- Gina does NOT want learning in Percipio to be used for “correction” for poor performance.
- She wants to use it to drive motivation toward goals set by team members themselves.
 - She asks each team member to come up with one “essential question.”
 - From their essential questions, they decide on a learning goal.



Learning to Guide Others



For example:

Ron's essential question: "How can I write AI prompts that will give me better outputs?"

Ron's learning goal: "Take one course on AI prompt engineering and do all the practice exercises."

Learning to Guide Others

For example:

Terra's essential question: "How can I use Excel to show the relationship between customer complaint topic and customer service ratings?"

Terra's learning goal: "Take a course about Excel and produce a spreadsheet with different kinds of charts displaying call topic and survey feedback."



Learning in a Group

Sal (from the first example) meets two other people on campus who are also interested in preparing for the CAPM. Once they also get buy-in from their departments, Sal sets up a study group.

- Locate the vertical ellipsis on the upper right-hand side. Choose “start a study group”.
- Name the study group and give it a description.
- Invite participants
- Decide on schedules and accountability measures.
- Study groups can also be arranged the same way for individual courses, videos, books, and so on.

The screenshot displays the 'Certification Path' for the 'Certified Associate in Project Management (CAPM)®'. The top navigation bar includes an 'Ask a Mentor' button, a share icon, a star rating of 4.7 (156 reviews), and a vertical ellipsis menu icon circled in red. Below the title, there is a 'Start' button and progress indicators showing '0% Path not started' and 'Earn a certification'. The main content area features the PMI logo, 'Exam level: Beginner', and 'Exam format: Multiple choice'. It also includes sections for 'About this certification', 'Details' (with links for 'Requirements for certification', 'Learn more about the CAPM exam', and 'Certification Fee'), and a 'Syllabus' section. The syllabus lists '26 courses (25h 58m) | 3 others (3h)' and is currently expanded to show the first track: 'Project Management Fundamentals and Core Concepts'. This track includes a list of learning objectives and two course entries: 'CAPM®: Project Management Key Concepts' and 'CAPM®: Project Roles & Responsibilities'.

Overcoming Obstacles

Meet with Supervisor

Tell your supervisor your career goals

Collaborate with your supervisor to identify learning resources that will help you meet your goals

Include in Performance Management Goals

Specify the courses and certifications you want to obtain in your annual performance management goals

Align your learning plan to your career goals

Plan

Identify the days and times you will devote to your learning goals; block this time on your calendar

Create a timeline for your learning goals, such as “one course per month”

Conclusion

- Specify your goal.
- Choose your platform: Percipio or LinkedIn Learning.
- Use a skill assessment or AI assistant to help narrow down options, if needed.
- Apply what you learn right away.

Questions? We can help you!

Kay Miller Harding: millerk@cu.edu

Angie Young: angie.young@cu.edu

For technical issues:
System.training@cu.edu