



Remote Learning Hits and Myths



AGENDA

A top-down view of a wooden desk. On the right side, there is a silver laptop with a black keyboard. In the center, a white coffee cup filled with dark coffee sits on a matching saucer. To the left of the coffee cup is a pair of black-rimmed glasses. Below the glasses is a black smartphone. In the bottom right corner, there is an open spiral notebook with a yellow sticky note on the left page. A silver pen lies horizontally across the bottom of the notebook. In the top right corner, a small potted plant with green leaves sits in a grey pot. A stack of yellow, pink, and green sticky notes is placed near the laptop. The background is a rustic wooden surface with horizontal planks.

What is always true about learners

Remote learning myths

Best practices from HCI's
facilitators

**DEVELOPMENT IS A CRITICAL COMPONENT OF
ENGAGEMENT.**

AGENDA

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Remote learning myths

Best practices



LEARNING IS DOING.

LECTURES DON'T WORK.

IF YOU ARE BORED, SO ARE LEARNERS.

ADULTS LEARN DIFFERENTLY THAN CHILDREN.

**ADULTS WANT CONTROL OVER WHAT, WHEN, AND
HOW THEY LEARN.**

**ADULTS WANT TO SHARE THEIR EXPERIENCES IN
TRAINING.**

ADULTS NEED TO SOLVE PROBLEMS AND USE REASONING TO BEST USE NEW INFORMATION.

**LEARNING NEEDS TO BE APPLICABLE TO THEIR
WORK AND IMPLEMENTED IMMEDIATELY.**

AGENDA



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VIRTUAL LEARNING MYTHS #1 AND #2

Virtual learning is a poor substitute for in-person learning.

www.forbes.com/sites/enriquedans/2020/09/10/debunking-a-few-myths-on-online-learning

Virtual learning is so boring no one pays attention and people drop out.

VIRTUAL LEARNING MYTHS #3 AND #4

Virtual learning is based on lecture and videos with little or no interaction.

Virtual learning occurs only when the facilitator is talking.

www.forbes.com/sites/enriquedans/2020/09/10/debunking-a-few-myths-on-online-learning

VIRTUAL LEARNING MYTHS #5 AND #6

Virtual learning prevents students from forming relationships.

www.forbes.com/sites/enriquedans/2020/09/10/debunking-a-few-myths-on-online-learning

Virtual learning is one size fits all and can't be adapted for individuals.

VIRTUAL LEARNING MYTHS #7 AND #8

Technology is too much of a distraction for learners.

Virtual learning takes place only online.

AGENDA



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**GOOD TRAINING WORKS, NO MATTER THE
MODALITY.**

**MAKE SURE YOU ARE USING THE BEST
PLATFORM FOR YOUR NEEDS.**

CONSIDER BLENDED SOLUTIONS.

FLIP IT.

ASYNCHRONOUS TRAINING

Asynchronous (anytime, anywhere)

- Discussion boards
- Quizzes
- Polls
- Email
- Digital documents
- Job Aids

elearningindustry.com/asynchronous-and-synchronous-modalities-deliver-digital-learning

- Audio and video
- Self-paced courses
- Experiential learning
- Tool kits
- Job shadowing
- eLearning

SYNCHRONOUS TRAINING

Synchronous (same time, same place)

- Instructor-led training (virtual or in-person)
- Live webcasts
- Live podcasts
- Instant messaging

- Simulations
- Games
- Group projects
- Student presentations

KAREN GUZICKI



Create the opportunity for people to contribute collectively. In-person meetings allow for us to read the room; to sense when it's the right time to ask questions, share a point of view, illustrate concepts on a whiteboard or even add a little humor for levity.

In a Virtual Engagement - Create the Space for These Points of Connection

Encourage comments, verbal or via chat. Lead by example with professionally appropriate humor. Invite people to react or respond to what was shared.

MEGHAN HARGRAVE



- Leverage an inclusive style of facilitation for all learning styles.
- Use multiple channels to replicate the learning in multiple ways.
- Best Practice: With virtual training, write key points on slides as you're facilitating.

Research Shows Adult Learners Learn Best Through Experiential Learning

Practice: Heavily leverage breakout rooms, large group discussion, self-reflection, individual-work application, encourage participants to use chat, conduct straw polls, empower participants to annotate the slides, and other forms that allow learners to scaffold learning through doing.

For adult learners, **gaining clarity on a WIFM upfront is key.** When opening any adult learning/training/facilitation initiative, get an understanding of participant objectives, goals and key takeaways up front.

Best Practice: Ask participants, 'What are you hoping to take away by the time you depart on XXX day/hour?' Capture those wishes in a shared space visible to all and refer to them often.

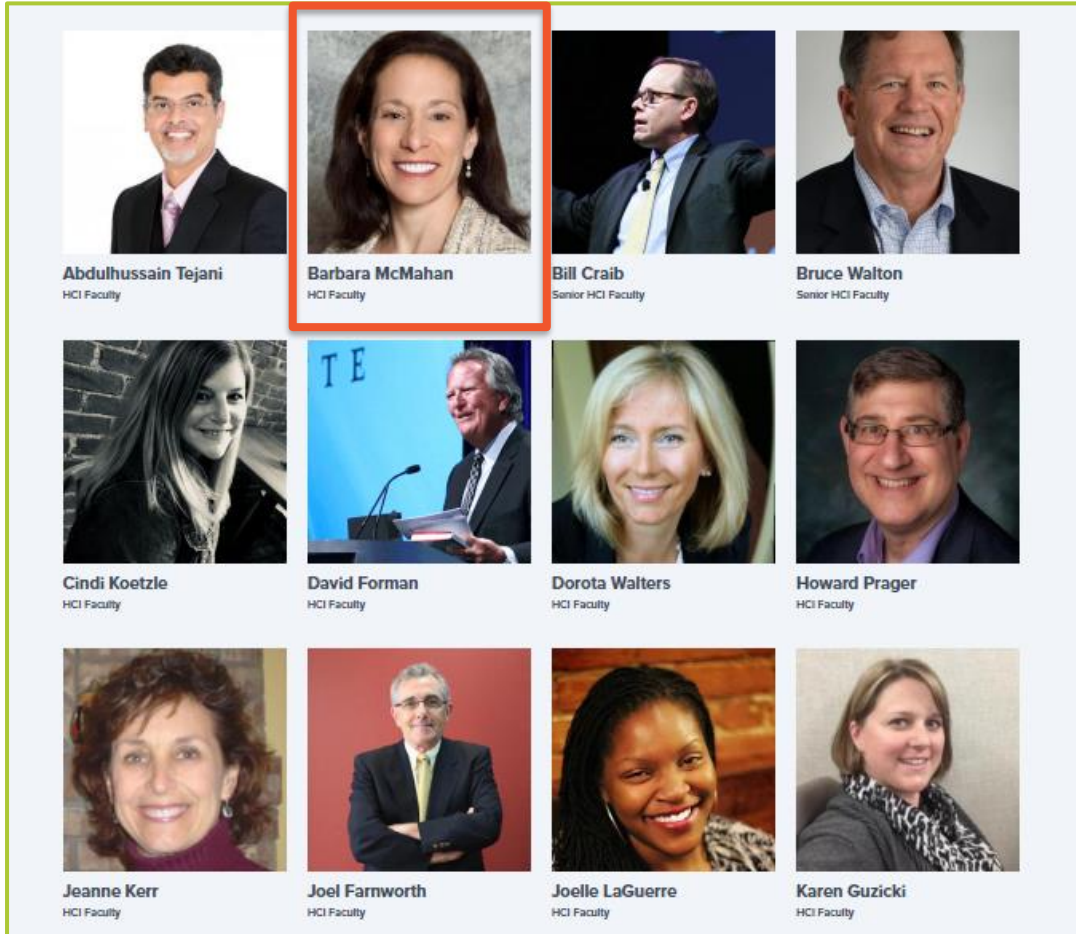
MARK HACKER



1. **Context** during the introduction. Why is this important to me personally or professionally? How will the agenda/content help me accomplish my goal? Why should I pay attention?
2. Qualify yourself with **Credentials**. Why should people listen to you? What is your track record? What's in your toolkit?
3. **Community**. Who else in this group can I add to my network? Who else is a SME or had deep domain experience that could partner with me? Help people sustain success by helping each other.

BARBARA MCMAHAN

Leader Introduces Ice Breakers



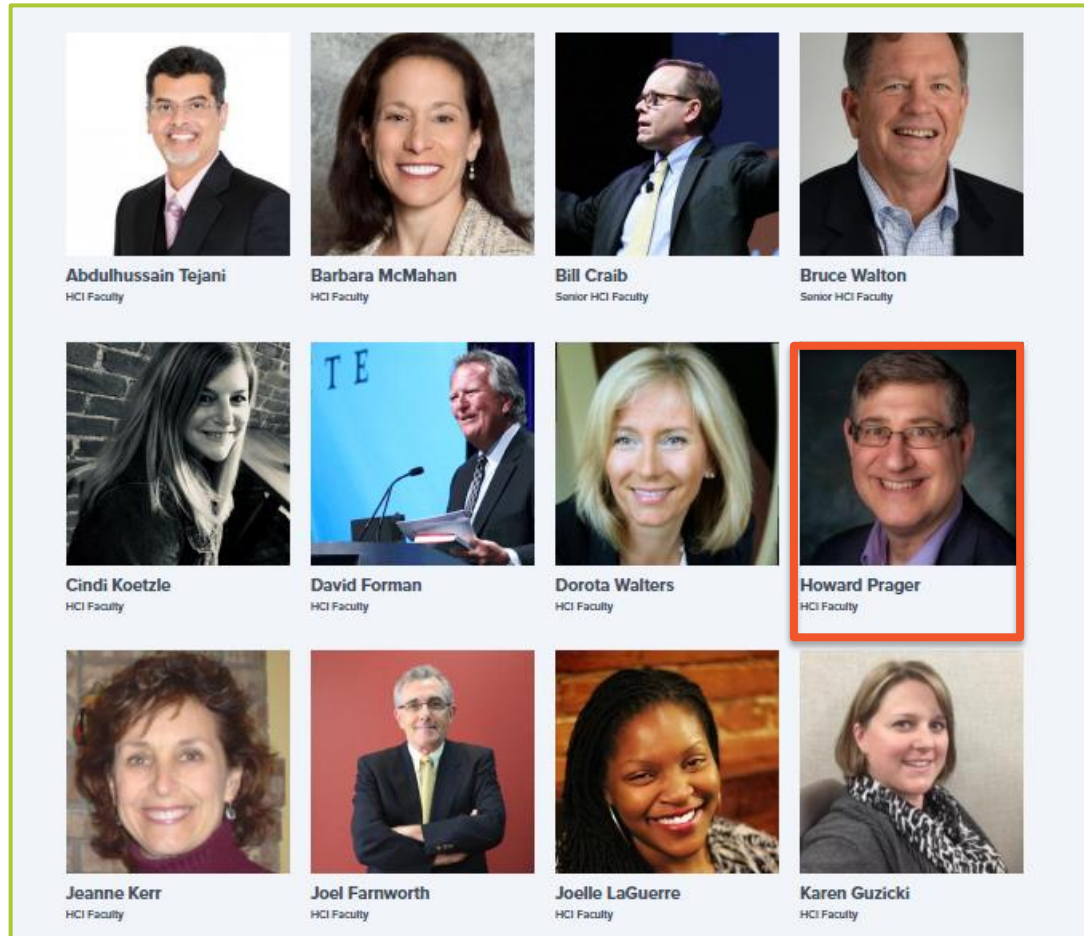
It can be as simple as:

- What is the best book, movie or show you've been streaming?
- What's been the best part about your past week?
- What has been your biggest frustration

Ensuring that everyone has a chance to contribute and get to learn more about fellow teammates is a **great way to foster engagement.**

If the leader is facilitating training and there's a lack of participation and engagement, I like to **ask a high gain or probing question and divide the team into pairs** or small groups. It is amazing how a group of people can go from not uttering a word to highly communicative individuals.

HOWARD PRAGER



Interactive is The Key

- Worksheets
- Case studies
- Discussions
- Videos
- Exercises
- Small group breakouts

Everything you'd do in person you can do online with Zoom. You can even monitor discussions, (I do that all the time when I put people into breakouts - that way I know if they're on track and how much time they need).