

Mapping Hybrid Learning Now

 Sprout Labs



**Please people introduce
yourself in chat or open the
microphone**





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host of the Learning While
Working podcast

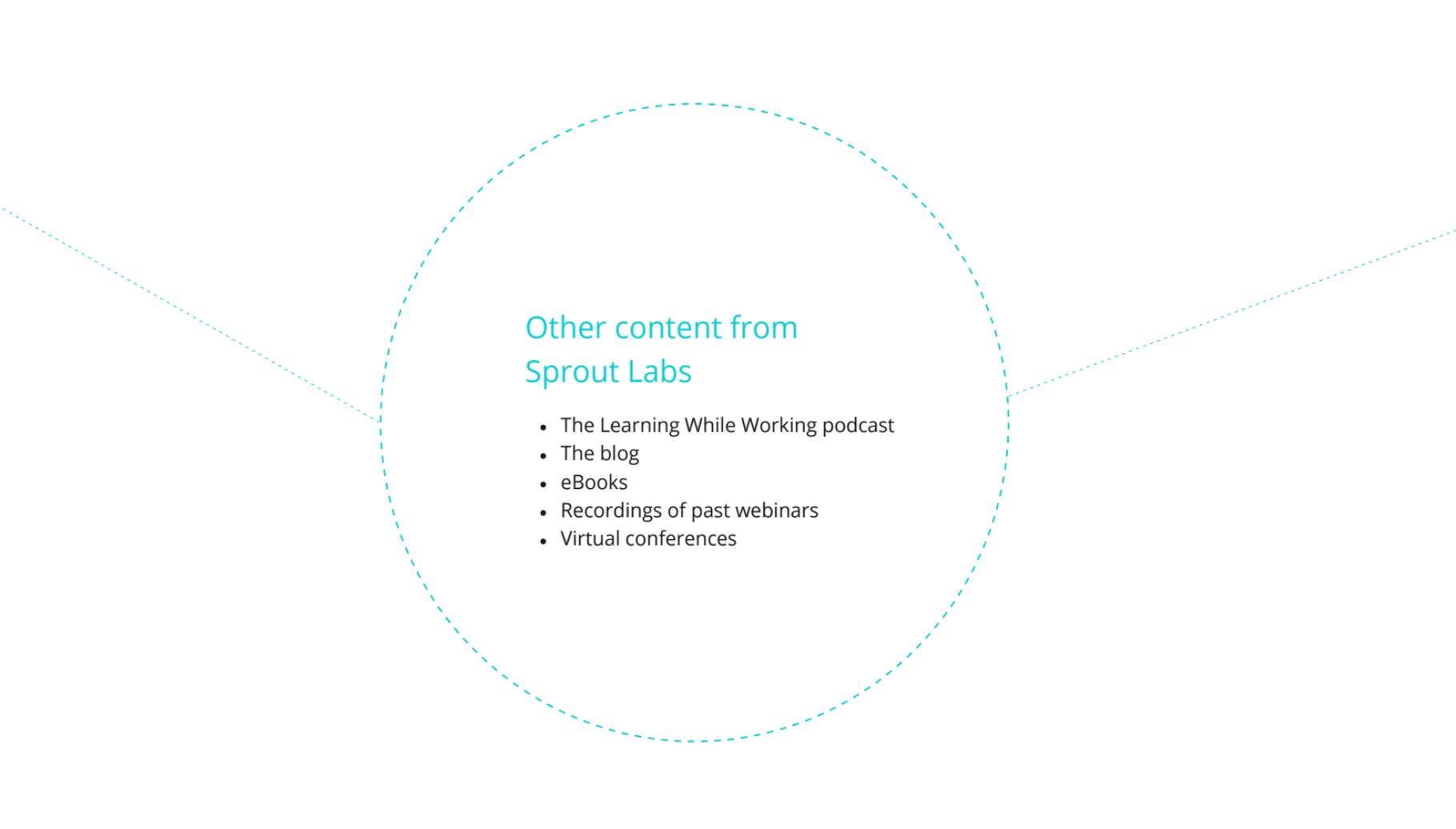


Sprout Labs builds digital learning platforms that enable you and your team to author, deliver and measure high impact digital learning ecosystems.

Great digital learning is not just about technology. We help you develop the capabilities to design and develop great digital learning.

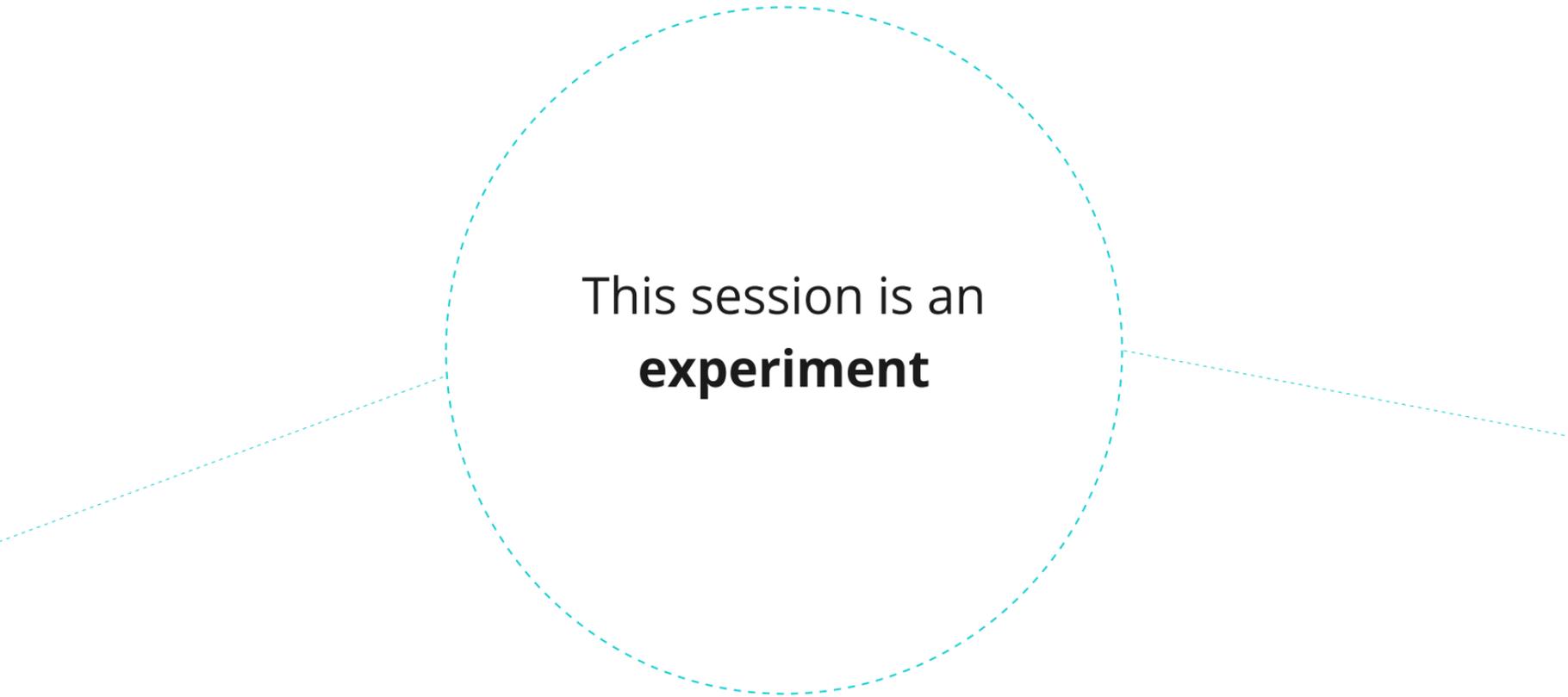


**YOUR TALENT
EXPERIENCE
PLATFORM**

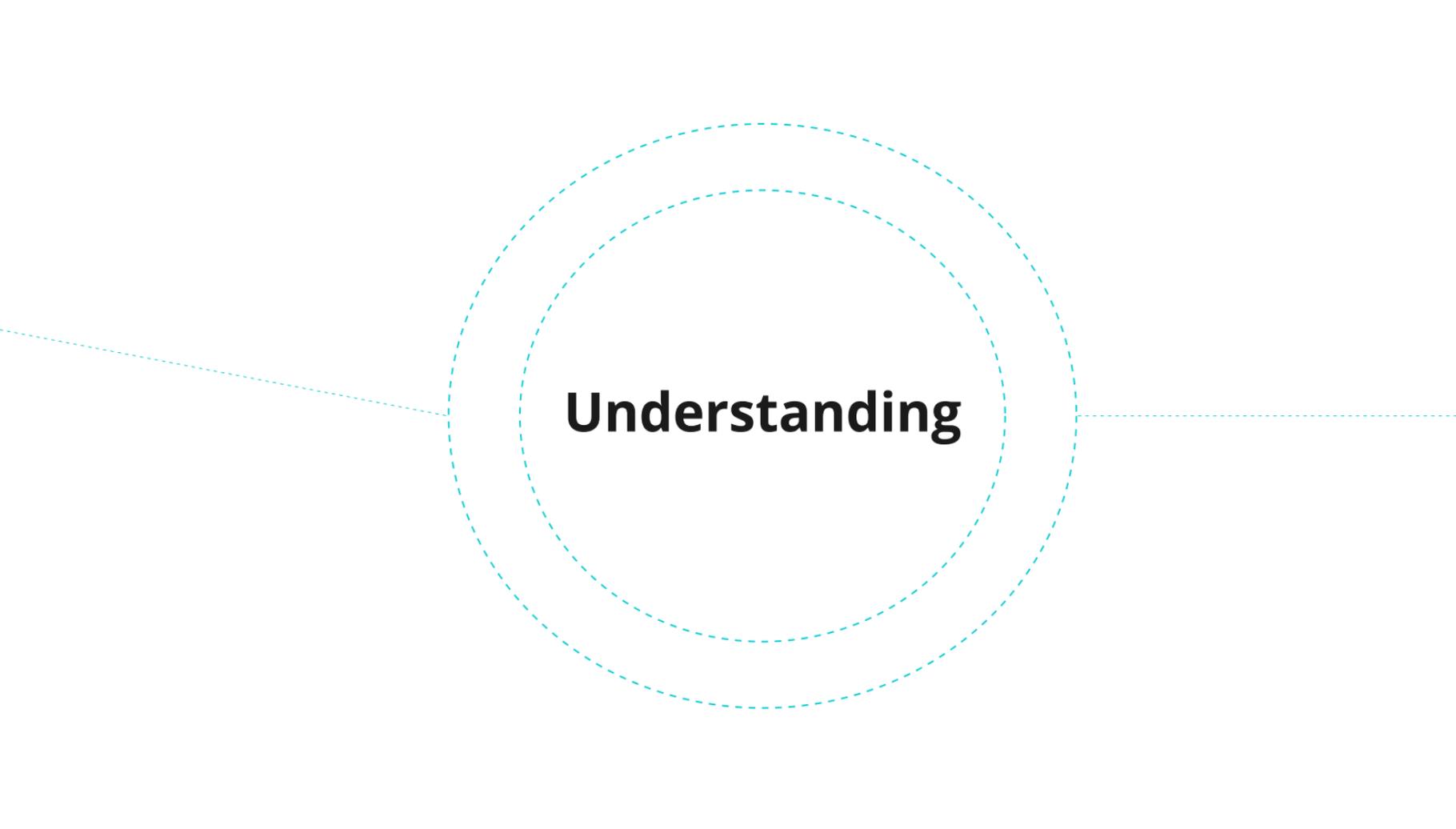


Other content from Sprout Labs

- The Learning While Working podcast
- The blog
- eBooks
- Recordings of past webinars
- Virtual conferences



This session is an
experiment



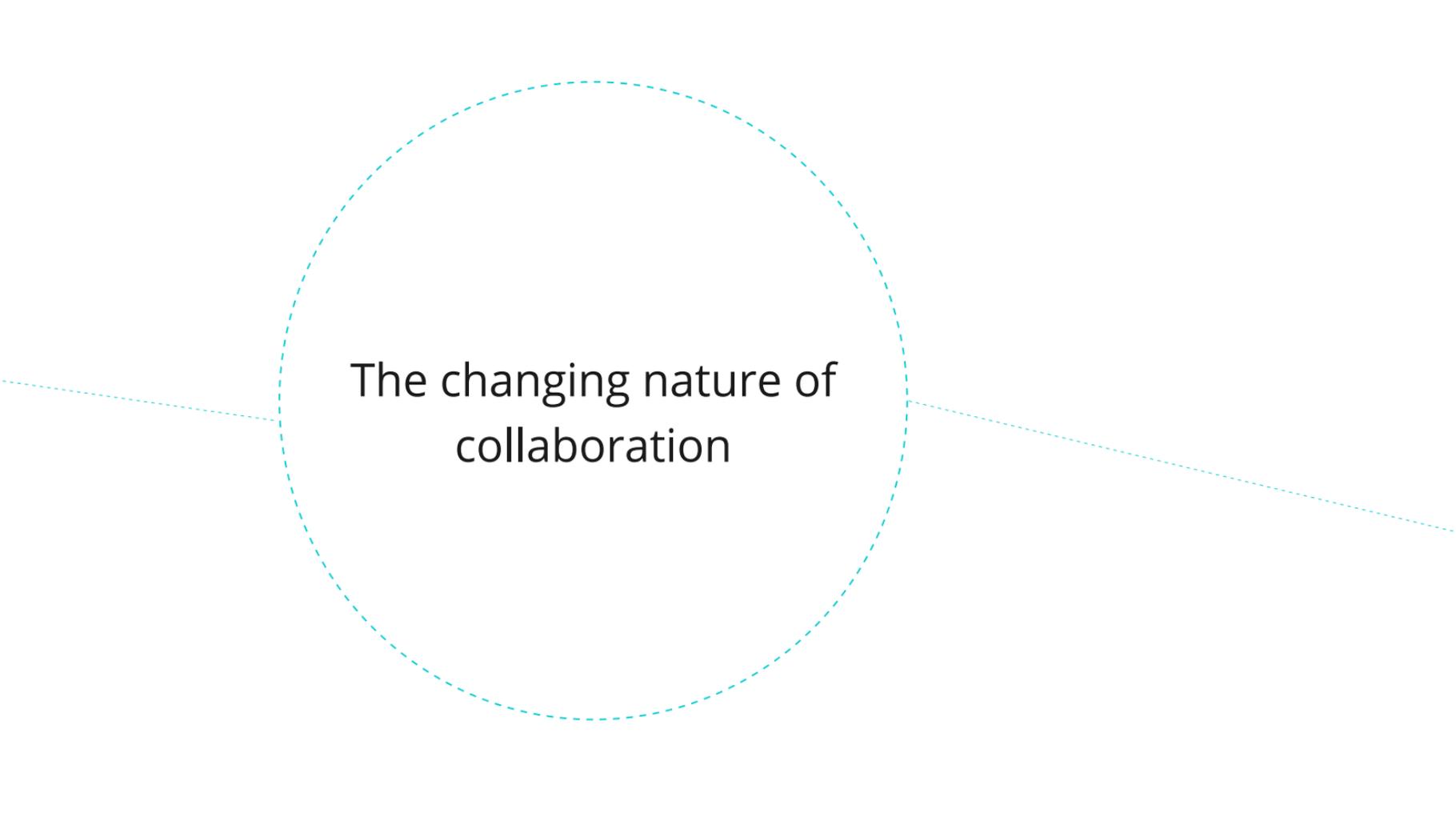
Understanding

Workplaces have become a hybrid of remote and face to face work

WHY: Some people love the flexibility of remote work

"For me it is agile, is allowing the person to determine what is most optimal for them in the given situation or moment"

Daniel Mottau



The changing nature of
collaboration

Involvement in hybrid learning - voting



It's what we
are doing
everyday

Sometimes we
use hybrid
approaches

We are
avoiding it



miro



What are the approaches you are seeing to hybrid learning?

in the room and zoomed in. MSTeams

We use it everyday to connect with our clients since we have our restrictions lifted

- courses including online content plus options to register for face to face sessions
- MS Teams based sessions

Pre-work in the LMS, practice with coaching in a synchronous Zoom

Recording of training session

Bringing planning online via zoom. Enabling our hybrid team to brainstorm collectively.



Grab a sticky note or in Zoom chat let me know your thoughts

We use it both internally and externally. Primarily with Zoom and Miro.

Elearning contents are in LMS, Post processing/ discussions using Teams

2 facilitators, one virtual and one in person so both groups are represented. 🙌

Hybrid break out rooms.

Hi from VACCA :)

At VACCA we use Live Zoom training/coaching as well as recordings of training sessions and step by step guides. We also use training tasks and require staff to complete these before we give them access. We have data champions to check training tasks as support training

At Vacca we deliver trainings using video instructions, written guides & online sessions

more coaching/one on one, use of video for instructions, tighter integration of online content and facilitation content/activities

this would confuse my learners big time :) I like it!



What are the challenges of hybrid learning?

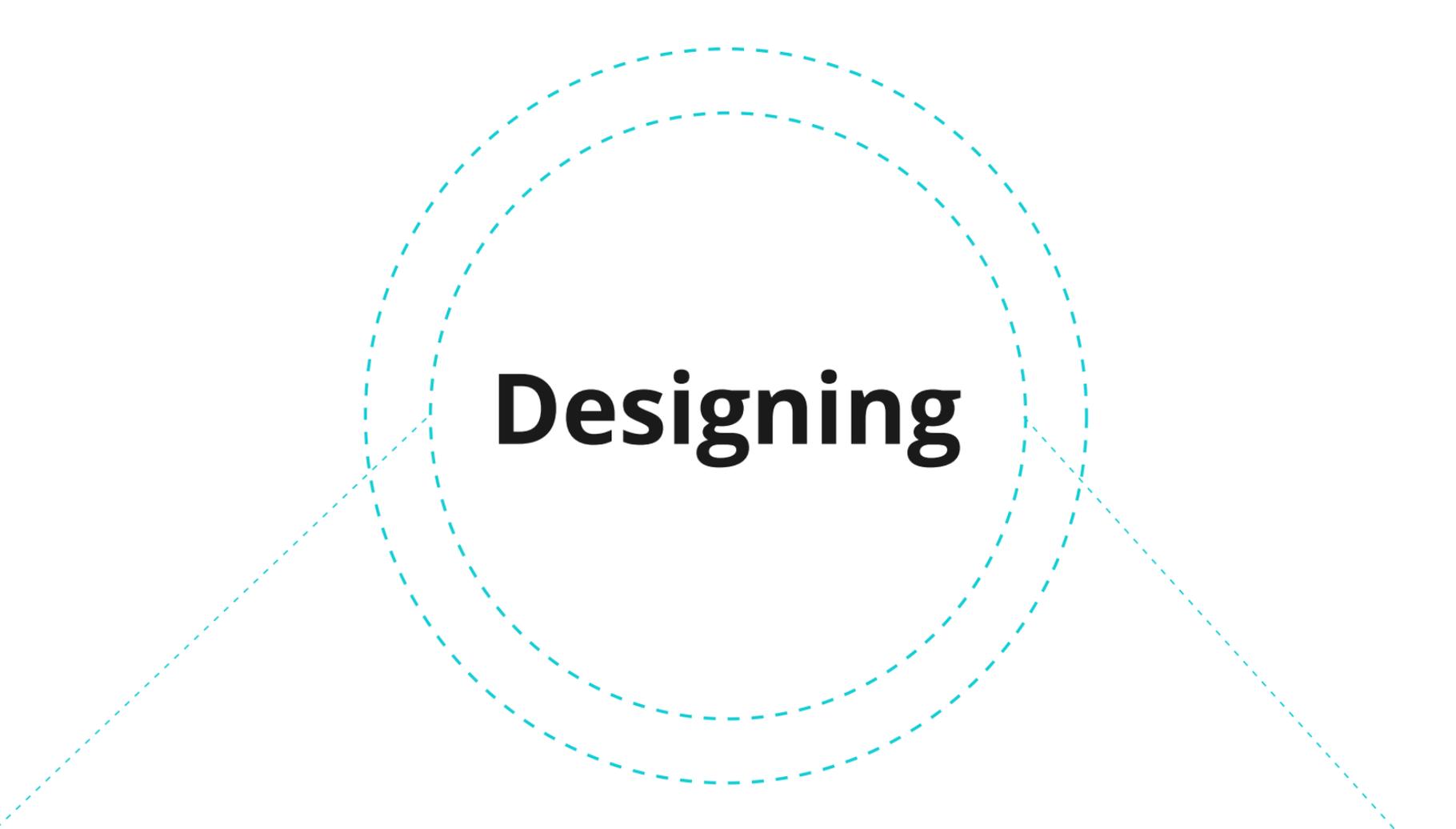
Challenges with enough people being familiar with technology and creating a level playing field.

Is it a technology, design or facilitation problem?

How is hybrid learning different from blended learning?

Connecting with external learners/workers making sure there is outreach those remote people.

We also talked about remote onboarding and how it can be a difficult challenge to integrate/onboard a new remote worker/learner.



Designing



Multitasking

allowing longer than needed for breakout group discussions

having multiple places to refer to for activity instructions

using the workshop as a teambuilding/connection opportunity

stripping back content (otherwise it's a webinar)

What is working in hybrid learning?

structure - Ben

agenda. shorter meetings. don't have to attend all of the meeting, to confirm decisions, follow up documentation

Ability to bring more people together that are further apart. Opportunity to continue this when it makes sense.



accommodate learning preferences

training group size seems to be very important - too small causes issues of over-dependence. I feel like this can help us keep control of group sizes

smaller sessions resemble coaching

flexibility - join from anywhere - better recorded content

Bringing people together to apply skills and practice but strip out content that was previously f2f and deliver virtually or via eLearning



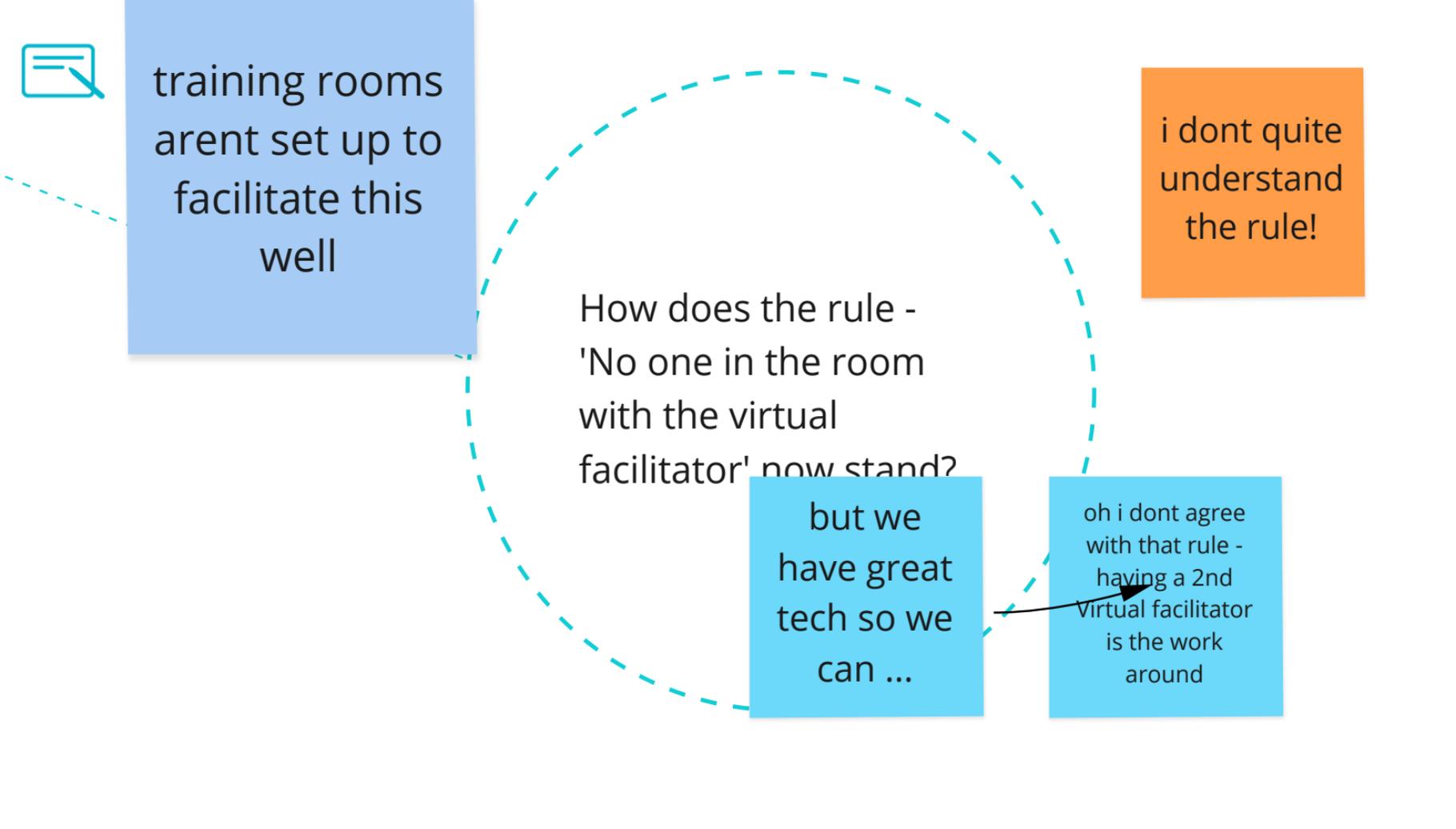
training rooms
arent set up to
facilitate this
well

How does the rule -
'No one in the room
with the virtual
facilitator' now stand?

i dont quite
understand
the rule!

but we
have great
tech so we
can ...

oh i dont agree
with that rule -
having a 2nd
Virtual facilitator
is the work
around





Strengths

Weaknesses

Accessibility

flexibility

unwieldy

inclusivity

eliminates lengthy travel, quicker, more collaborative, lack of body language helps melt away power structures

Caters to people's preferences either way.

less opportunities for informal learning and individual connections

connection / relationships between new people - Ben

ability for more inclusive offerings/flexibility
Need for 2x facilitators is probably still worth it to enable session to have more participants and avoid having to hold 2nd catch up sessions.

more workarounds needed as more things can go wrong

ability to meet a variety of needs

accessible / works with our new life styles

Flexibility, recording options,

may need more training staff than a small organization has

massive resource drain - more needed to make them happen! (compared with f2f) Ben

workers are more confused and can be less motivated

tech challenges, people multi tasking in the background, more planning/design needed, higher risks

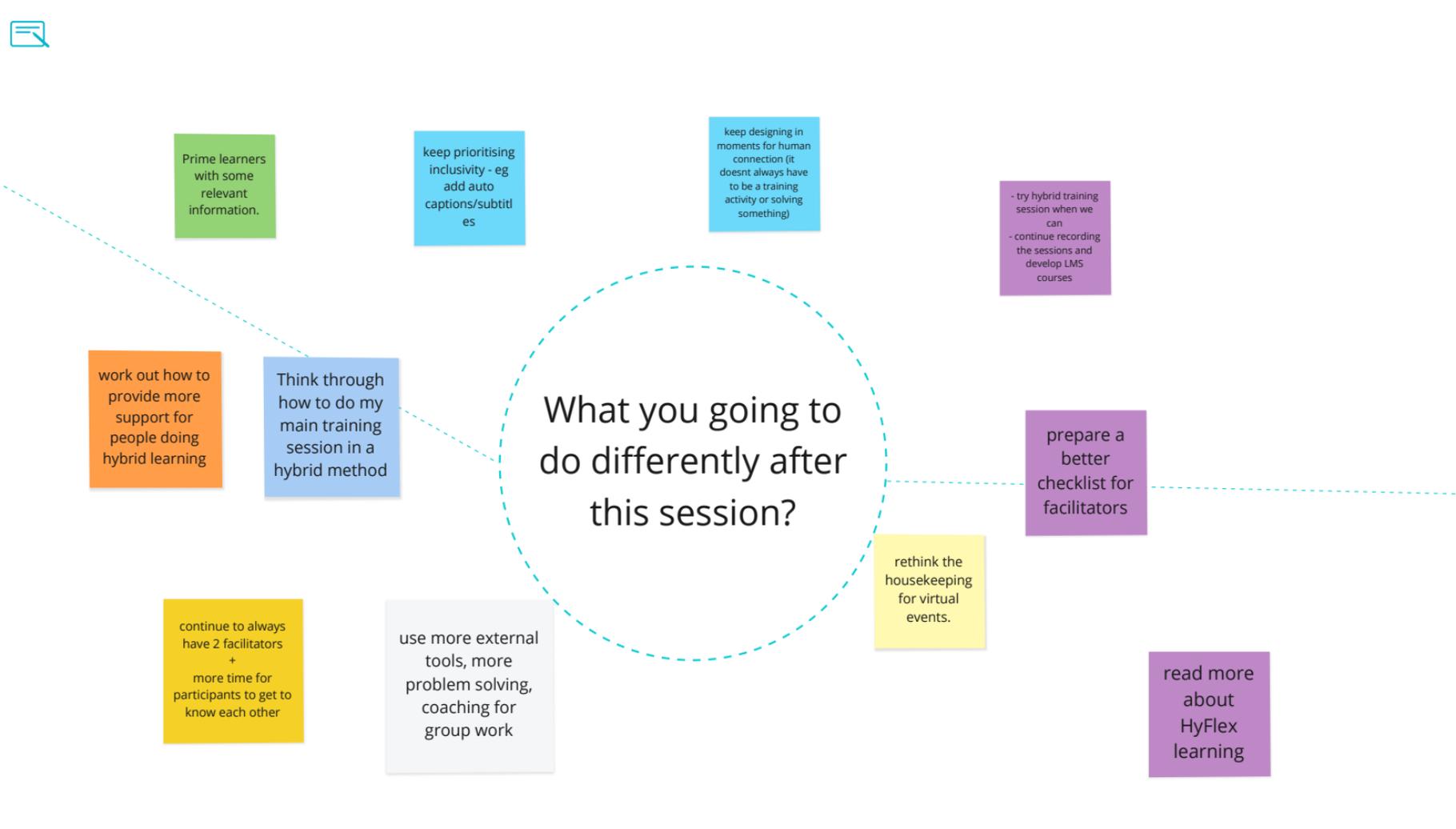


How can we build
on those strengths?

Structures
to capture
shared
learning



Your actions



What you going to do differently after this session?

Prime learners with some relevant information.

keep prioritising inclusivity - eg add auto captions/subtitles

keep designing in moments for human connection (it doesnt always have to be a training activity or solving something)

- try hybrid training session when we can
- continue recording the sessions and develop LMS courses

prepare a better checklist for facilitators

rethink the housekeeping for virtual events.

read more about HyFlex learning

use more external tools, more problem solving, coaching for group work

continue to always have 2 facilitators + more time for participants to get to know each other

Think through how to do my main training session in a hybrid method

work out how to provide more support for people doing hybrid learning



Thank you

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