

# Mapping Hybrid Learning Now

 Sprout Labs



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





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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.





## Other content from Sprout Labs

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



This session is an  
**experiment**



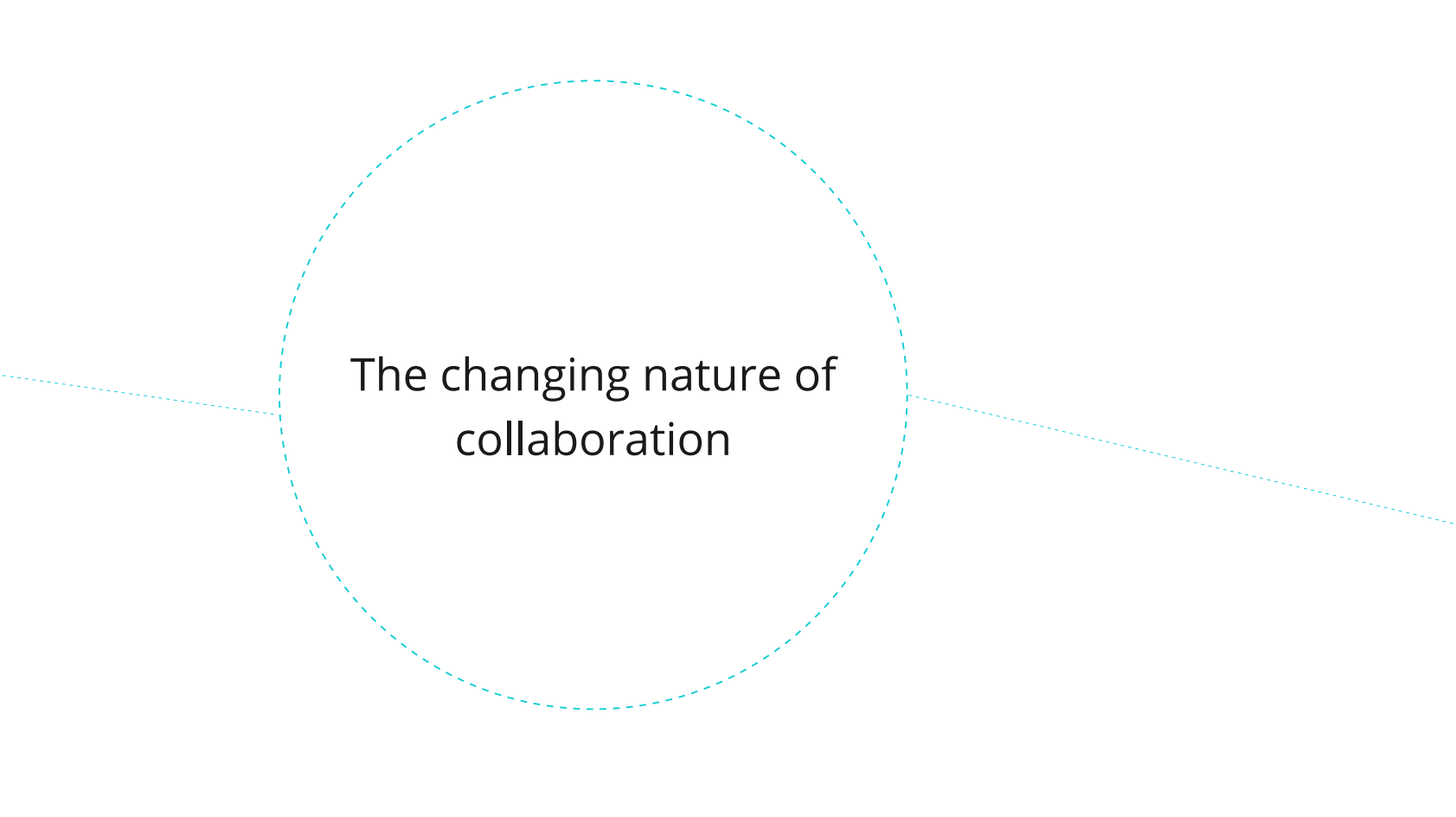
**Understanding**

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

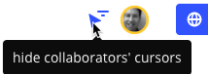


## Involvement in hybrid learning - voting

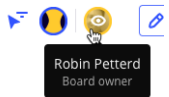
It's what we  
are doing  
everyday

Sometimes we  
use hybrid  
approaches

We are  
avoiding it



**miro**



# What are the approaches you are seeing to hybrid learning?

Recording of training session

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

in the room and zoomed in. MSTeams

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

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

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



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

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

Hybrid break out rooms.

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

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

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

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

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

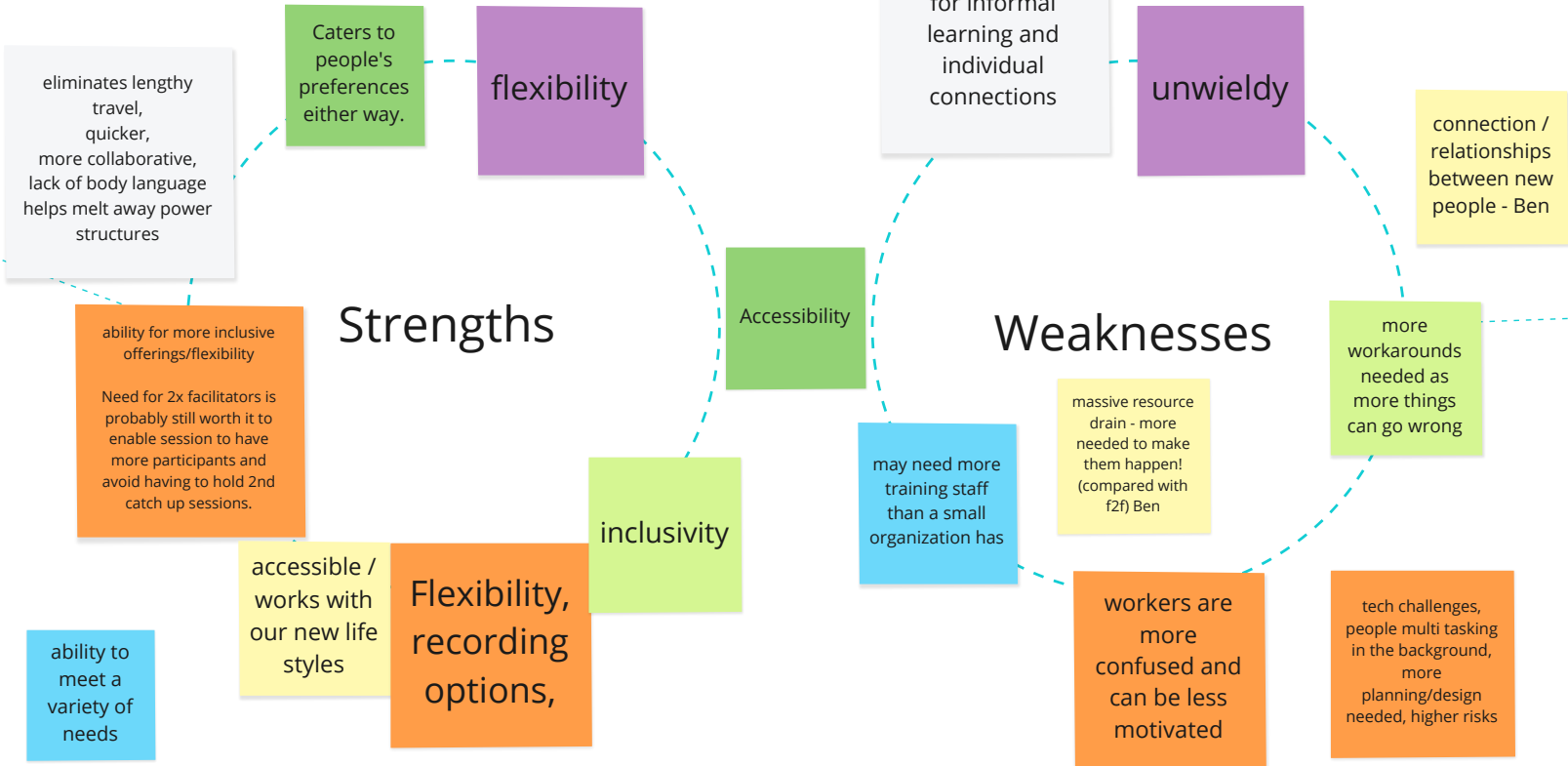
How does the rule -  
'No one in the room  
with the virtual  
facilitator' now stand?

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







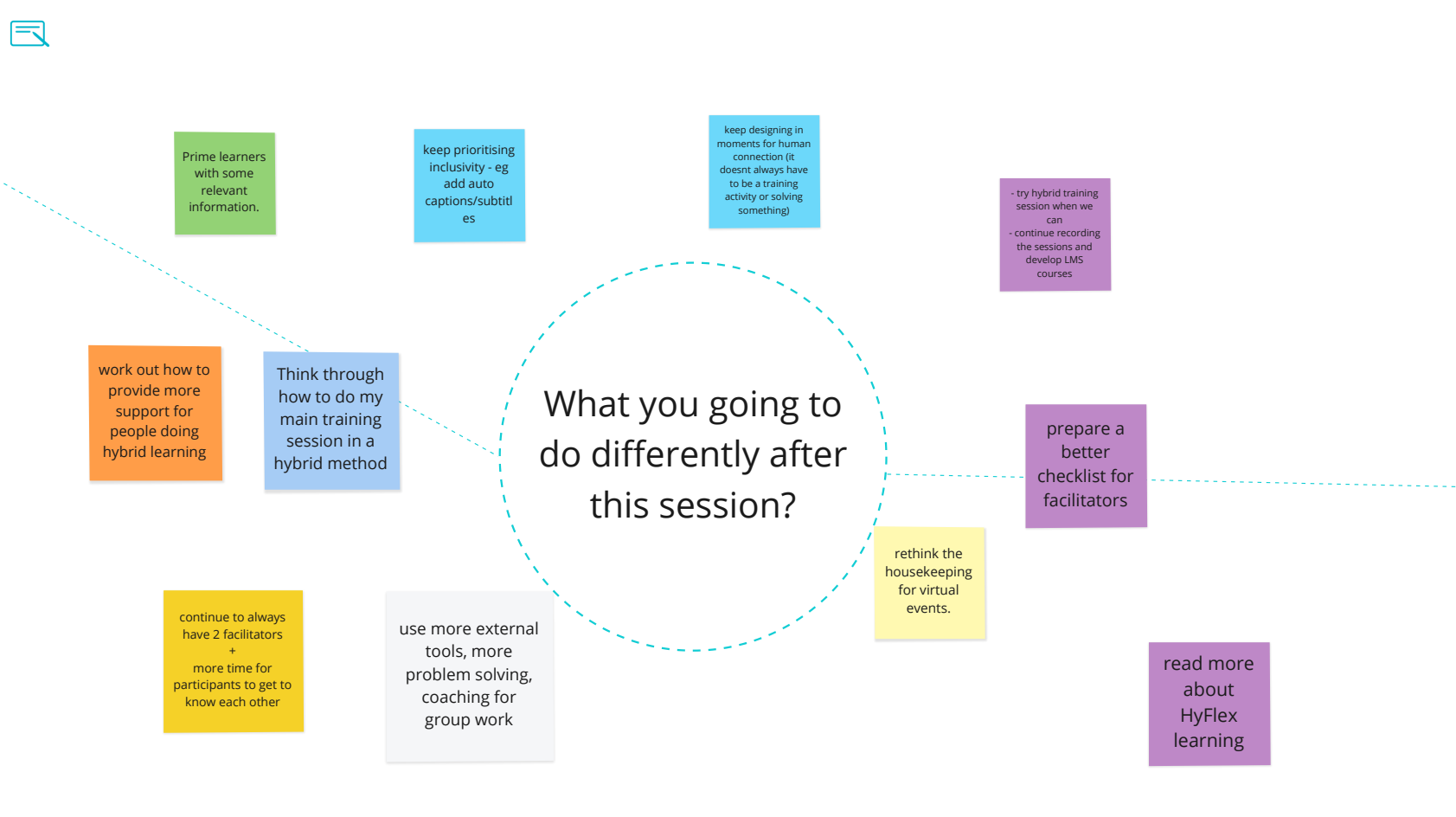


How can we build  
on those strengths?

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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