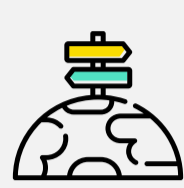
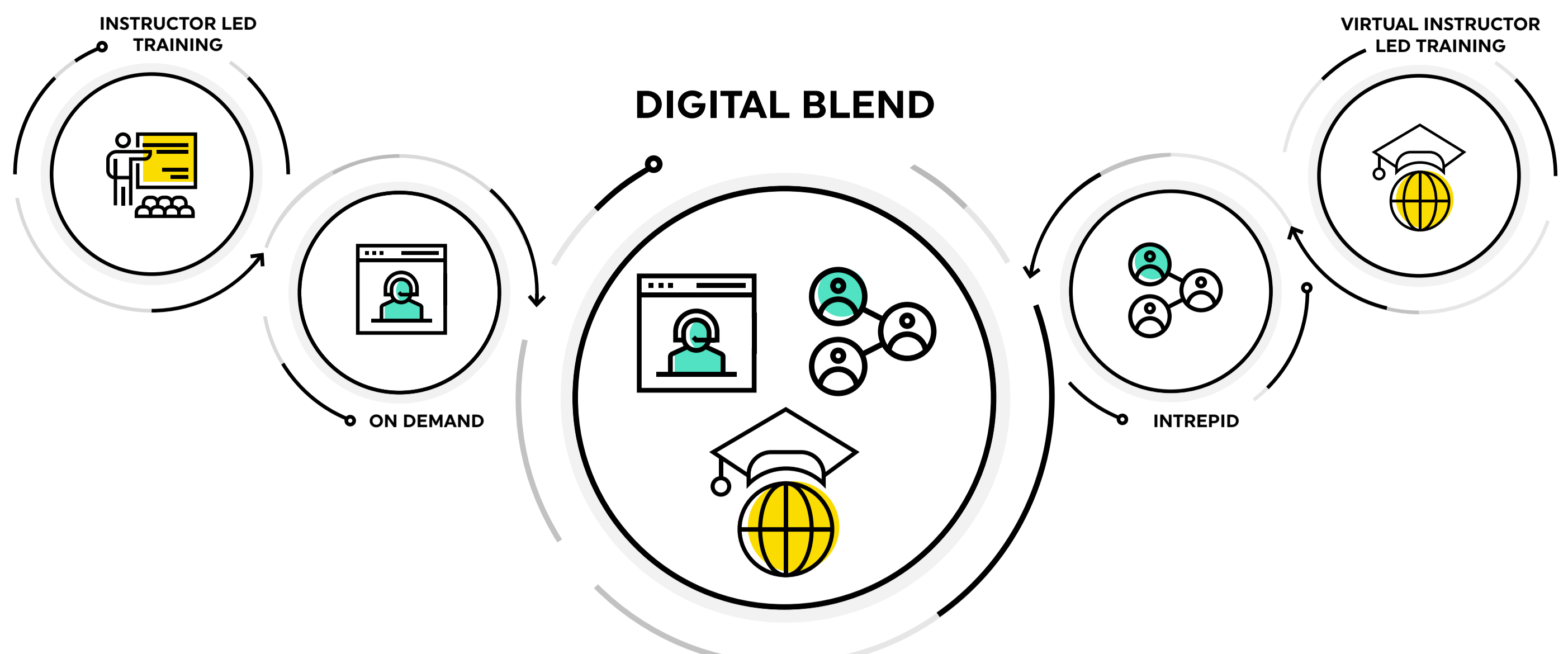




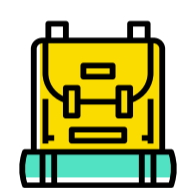
BLENDED LEARNING EXPLAINED

IT'S NOT EITHER/OR, IT'S EITHER/AND



THE INTERACTION OPTIONS

INSTRUCTOR LED TRAINING	ON DEMAND	VIRTUAL INSTRUCTOR LED TRAINING	INTREPID	DIGITAL BLEND
Traditional in-person classroom sessions	One-way push (e-learning)	One-way live broadcast, sometimes with Q&A options (webinars)	Collaborative, cohort-driven semi-synchronous (MOOCs and more)	All the things
<p>PROS</p> <ul style="list-style-type: none"> Personal connection Sometimes seen as reward to attend <p>CONS</p> <ul style="list-style-type: none"> COVID-19 barriers Can be 'a bit of a boondoggle' sometimes Time & travel expense Not scalable 	<p>PROS</p> <ul style="list-style-type: none"> Building baseline knowledge Tracking assessments and completion Highly scalable Good for short durations of content <p>CONS</p> <ul style="list-style-type: none"> Poor for behavior change Low completion rates unless mandatory Boring 	<p>PROS</p> <ul style="list-style-type: none"> Interaction and connection Good for short durations of content Coaching, feedback, and reinforcement opportunities in the moment" Same-time social learning <p>CONS</p> <ul style="list-style-type: none"> No on-the-job application No time for reflection Limited time for sharing and networking "Zoom fatigue" 	<p>PROS</p> <ul style="list-style-type: none"> Collaborative, time-released, and interactive On the job application Provides scale, speed, and quality Can handle meaty and complex content Can be personalized to specific business context Time for reflection and sharing Networking opportunities <p>CONS</p> <ul style="list-style-type: none"> Can be missing "live" elements 	<p>PROS</p> <ul style="list-style-type: none"> Utilizes the best of all modalities Learning journeys with meaty and complex content Real-world application Builds community Leverages multiple ways of learning, absorbing, applying, and changing behavior <p>CONS</p> <ul style="list-style-type: none"> Scalability can be limited by extent of VILT



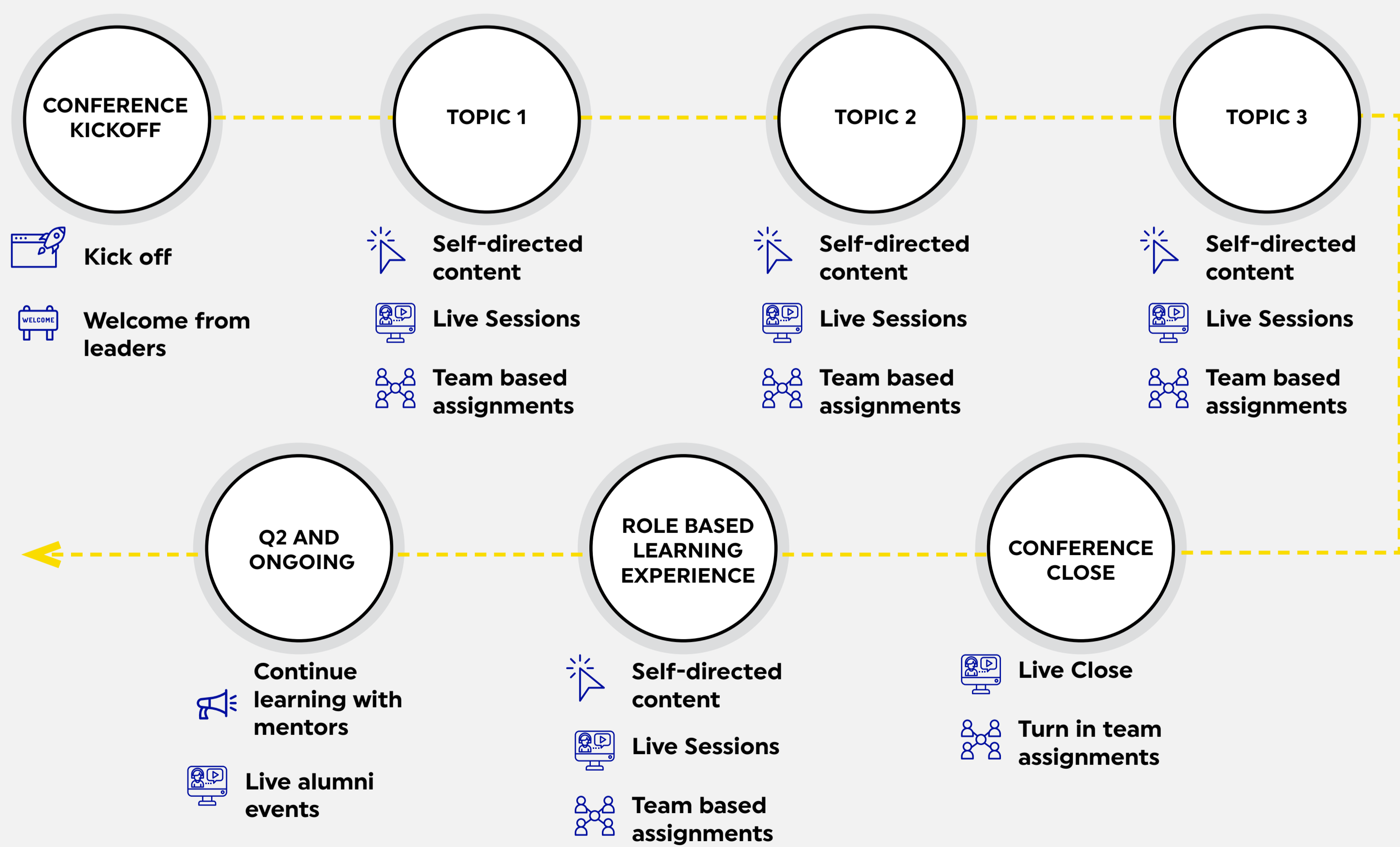
THE SUPPLIES FOR YOUR JOURNEY

- VILT
- Coaching
- 1:1
- 1:Many
- Webinar (live)
- Podcast
- Video (pre-recorded)
- Video (ad-hoc response to community questions)
- Discussion forum
- Group workspace
- Leaderboard
- Badges
- Time-released content
- Self-directed content
- Team check-ins
- Office Hours
- Video responses to Q&A
- Pre-submit questions for Q&A
- Live Q&A
- Simulations
- Case studies
- On-the-job application
- Project sharing
- Biography page
- Welcome message from senior leader
- Pre-work
- Kick off webinar
- Assessments
- Polls
- eLearning modules
- Self-reflection
- On-the-job activities
- Offline instructor-led sessions
- Job aids
- Online games
- Review others' work using guided rubric



EXTENDED BLENDED LEARNING JOURNEY

This approach combines synchronous, asynchronous, and collaborative experiences and reimagines the learning experience unfolding over time. You focus your high profile sessions for real-time synchronous delivery. Deliver other high value content asynchronously. Wrap the entire experience in a digital cohort experience which maximizes collaboration



With collaborative elements at the core, plus additional modalities, you can be sure everyone's needs are being met and the training is both meaningful and valuable—to your organization and individual learners.

Don't forget to download the [Definitive Guide to Collaborative Online Learning](#)