



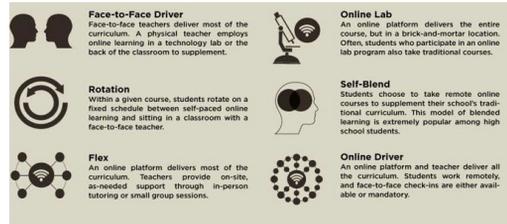
## Comparisons of traditional & blended learning

Proportion of Content Delivered Online	Type of Course	Typical Description
0%	Traditional	Course where no online technology used — content is delivered in writing or orally.
1 to 29%	Web Facilitated	Course that uses web-based technology to facilitate what is essentially a face-to-face course. May use a course management system (CMS) or web pages to post the syllabus and assignments.
30 to 79%	Blended/Hybrid	Course that blends online and face-to-face delivery. Substantial proportion of the content is delivered online, typically uses online discussions, and typically has a reduced number of face-to-face meetings.
80+%	Online	A course where most or all of the content is delivered online. Typically have no face-to-face meetings.

*Blending In: The Extent and Promise of Blended Education in the United States*; Sloan-C report 2007

## Blended Learning Models

Blended learning models which vary by trainer / tutor roles, physical distance, delivery methods and scheduling.



## The 6 Key Steps to Blended Learning

1. Identify the learning objectives
2. Look at the curriculum to decide what is best face-to-face and what is best online
3. Consider the integration and relationship between face-to-face and e- learning
4. Develop the most appropriate e- learning activities to achieve the learning objectives
5. Decide how you will assess these activities
6. Choose the most appropriate technology

Analysis how different is this to designing and implementing a face - to - face training session?

## Advantages / Disadvantages of Blended Learning

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• Opportunities to create COP</li> <li>• Less face-to-face contact hours by using the internet</li> <li>• Flexibility</li> <li>• Increased interaction from students</li> <li>• Improved technology skills</li> <li>• Asynchronous learning</li> </ul> <p><small>Learner / participant centred teaching method that uses online learning resources to facilitate information sharing outside the constraints of time and place among a network of people.</small></p>	<ul style="list-style-type: none"> <li>• No fixed time requirements</li> <li>• Technology support can be needed</li> <li>• Longer preparation time (trainer / tutor) when training in a blended environment</li> <li>• Own perception of blended learning</li> <li>• Participants / learners perception of blended learning</li> </ul>

## Driven by ROI?

Benefits:

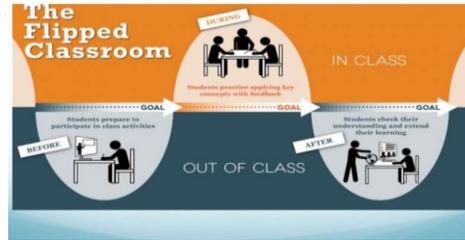
- Time-saving
- Cost reduction
- Flexible
- Increased ROI
- Learner engagement
- Effective learning
- Creative
- Motivating

Blended learning?



## Flipped Learning – same or different?

Blended learning has an offshoot - flipped learning that has quickly become a distinct approach of its own.



## Learning Objectives covered...

Definition of blended learning?

Compare traditional & blended learning



Outline of blended learning models

Flipped learning same or different?

## As a trainer we are



Total

## As a architect

**We...**

Gather as much information as we can about the group

Plan all aspect of the training sessions

Agree with the client / organisation training outcomes or the preset outcomes for the group

When the group comes together we draw up a working agreement



Total

## As a pilot

**We...**

We help the group take off and land safely

We explain our role as the trainer

We explain what will happen (flight plan) being alert to any weather disturbances such as conflict away from the purpose of the training

Bringing closure and a sense (if possible) of fulfilment for the training course



Total

## As a guide

**We...**

Lead the group through uncharted, often unexplored waters - through doubts & disagreements.

Build a strong and confident team

Develop a new team leadership within the training group



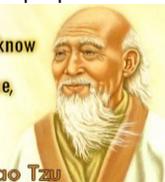
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## As trainers we...

As trainers we are striving to have people say ...

A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.

Lao Tzu



A trainer is best when people barely knows that he/ she exists, when his/ her work is done, the training aims fulfilled, they will say, we did it ourselves

Total