How Do You Feel About Web Training?

Or …should I just throw my 2 day in person training online?

FUTURES WITHOUT VIOLENCE

Learning Objectives

As a result of this webinar, participants will be better able to:

- Assess whether your educational goals and objectives lend themselves to virtual delivery.

- Identify common and avoidable mistakes in web workshops.

- Translate educational activities designed for in person workshops for use in web workshops.

Lost in Translation

- Not as simple as transferring content to web
- Sensitive content and safety concerns
- Some activities are an easier translation to web (i.e. lecture)
- No replacement for working together in a learning environment

Lost in Translation

- May take you longer to "translate" an existing course
  - Activity adaptation
  - Timing/duration
  - Interactivity = possible with careful planning and small audiences
- Skills based pieces = challenging

Lost in Translation Antidotes:

- Goal is always learning transfer (stickiness)
- Don't practice mediocrity—we can do hard things
- Keep your F2F fundamentals

Lost in Translation Antidotes:

- Speak to your Program Manager
  - Your objectives
  - Whether re-purposing is necessary/right

Virtual Vices (1)

- Eliminating experiential exercises (death by lecture)
- Limiting polling to quizzes instead of using it to engage
- Not allowing participants to chat with each other
- Limiting questions until the end

Virtual Vices (2)

- Reading slides or script
- Eliminating use of personal stories
- Using complex graphs
- Not focusing participants' attention
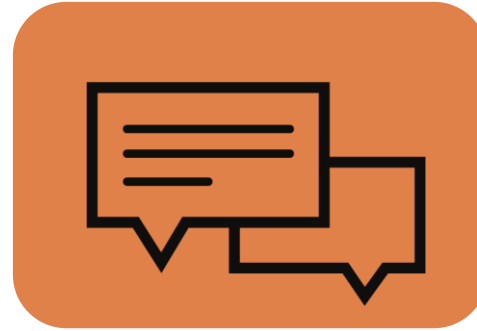- Forgetting about access

Adult Learning Fundamentals
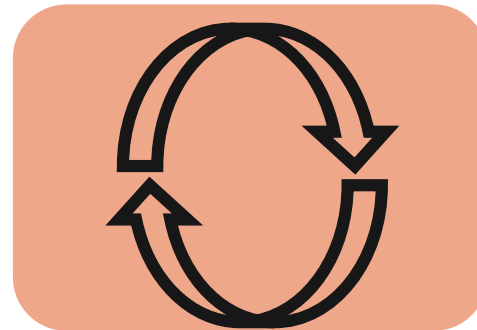

Safety

Social Comfort

Engagement

Active

Based on Clear Need
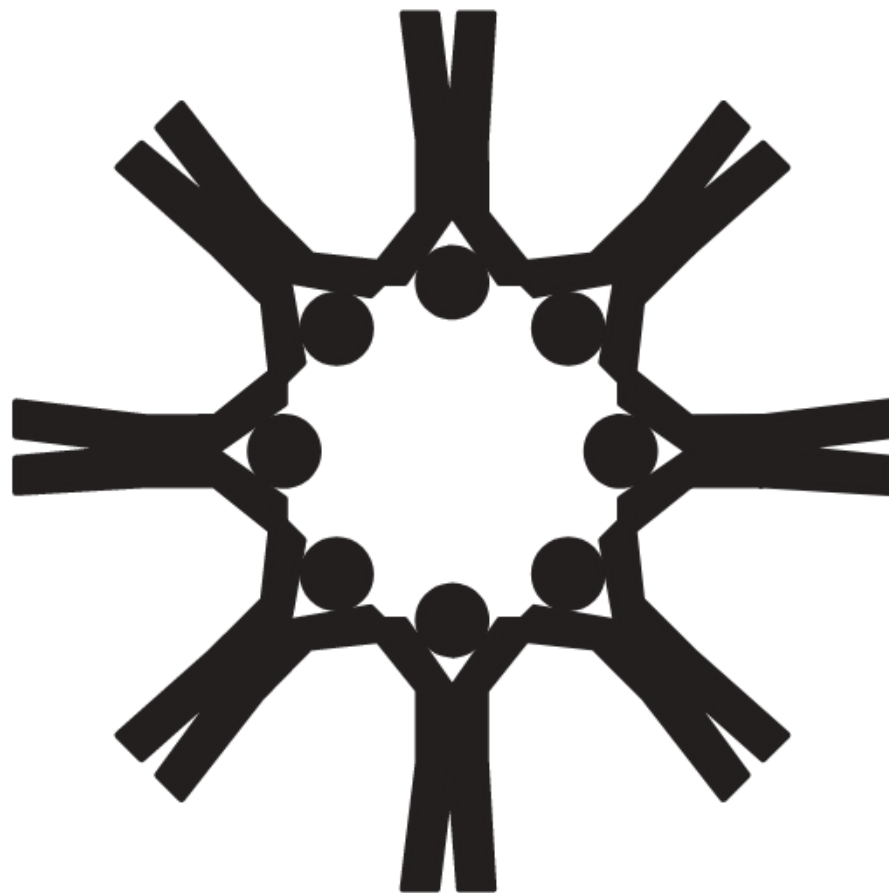
Learners Have Goals

Relatable

Self-Evaluation

Connect Objectives to Delivery

Delivery

Objectives

Engagement

Going from "Sage on the Stage" to "Guide on the Side"

Adults like Choices

Remember access for language and individuals with a variety of disabilities

Preparation (in Advance and Right Before)

Virtual Value Tips (1)

- All new information should be followed with activities that test the skill or knowledge
  - Teach info and then use a poll function to quiz
  - Follow up on poll responses in chat box
- Avoid "Death by lecture"
  - You can record a video lecture & share (no more than 20 mins)
  - Participants can view on their own time
  - Convene online to discuss or have blog/google doc responses

Virtual Value Tips (2)

- Icebreaker?
  - Use a white board
  - Have participants submit answers to some questions in advance and then make a "book" out of the answers and quiz people using chat.
- Break-out sessions?
  - You can do on webinars!
  - You need enough hosts for each "pod" and it needs to be a small group.
- Role Playing?
  - Appoint participants, unmute individual lines, provide a script, have hosts do role play and participants weigh in via chat.

Virtual Value Tips (3)

- Checking the pulse or asking closed ended questions?
  - Use thumbs up or thumbs down or hand raising functions.
- Open ended questions in a large group discussion?
  - Participants raise hands
  - Unmute their line or invite them to use chat.

Virtual Value Wrap-up (1)

- Game face
  - Things will go wrong. People won't always know-you don't need to tell them.
- Keep your promises (timeliness, Q&A)
  - If you say there will be Q&A, have Q&A. Don't go overtime and drop it.

Virtual Value Wrap-up (2)

- Just because you <u>can have </u>100s of people in a room and can deliver a one way monologue-you shouldn't.
  - Most platforms' interactive capabilities decrease with more people
  - Live stream vs. audio/slides
- 60-90 minutes limit.

"The future of learning is blended".

- "Theory of Transactional Distance"- Physical distance is not as important as psychological distance

- "In studies contrasting blends of online and face-to-face instruction with conventional face-to-face classes, blended instruction has been more effective." (US Dept of Education, 2010).

Questions?

- Please use chat and if we cannot get to all we will respond by email!

Thank You!

Questions? Contact:

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