

Blended Learning: A Five Dimensional Puzzle

TECHNOLOGY, DESIGN, PEOPLE,
PLACE, AND TIME





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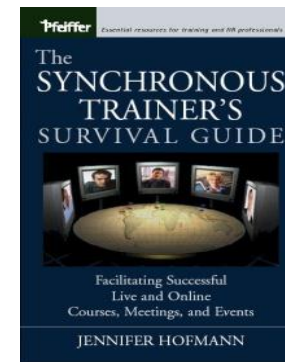
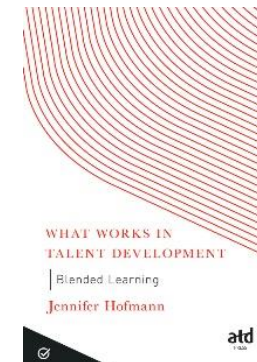
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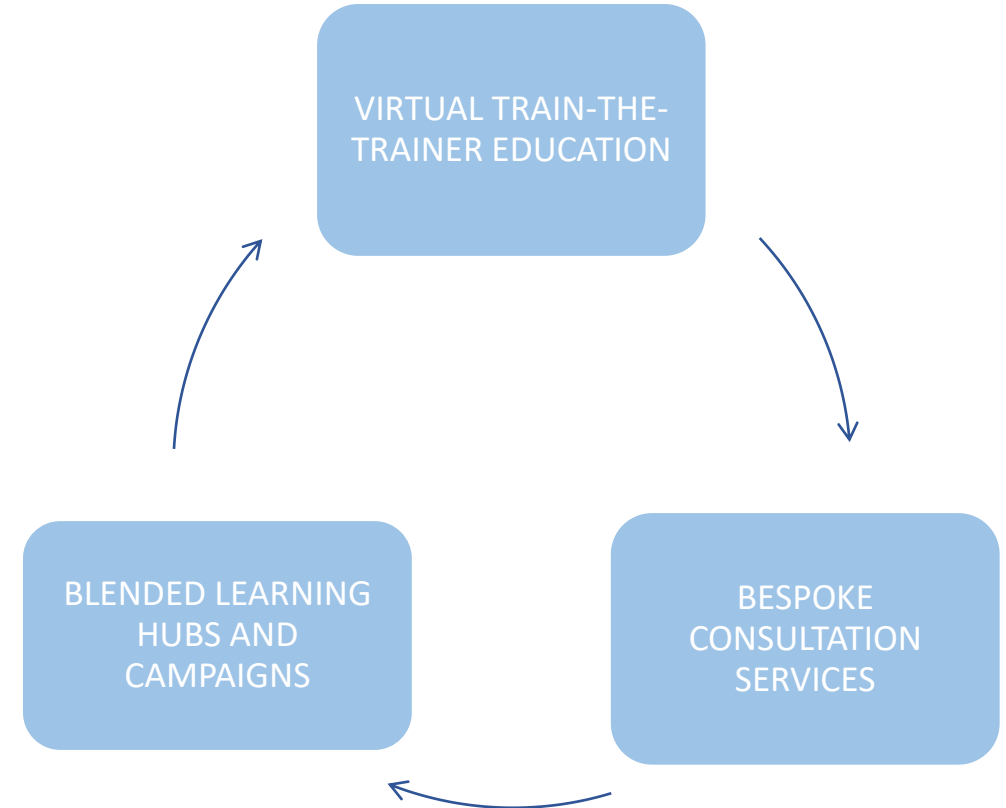
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WHAT WE DO

- Global virtual team of 70+ industry experts working together to support virtual and blended learning initiatives
- Support and deliver virtual training in English, French, Spanish, Italian, German, Japanese, and Mandarin



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HUB

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WBENC
Women's Business Enterprise



TODAY'S DISCUSSION

- The five pieces of the blended learning puzzle
- Putting the pieces together: Ways to ensure the right content is in the right place at the right time
- How to support various personal learning journeys in a single program
- Introduction to Perpetual Learning Design™

- Handouts/Resources: <https://info.insynctraining.com/atd-blended-learning-a-five-dimensional-puzzle>



EVERYTHING'S A BLEND





KNOWLEDGE & CONTENT

The materials you create, curate and deliver for your learners to access

- Videos
- eLearning Modules
- Course Maps
- Job Aids

COMMUNICATION & INTERACTION

Broadcast media tools and apps you use to reach your learners

- Chat
- Email
- Discussion Forums
- Virtual Meeting Spaces

SOCIAL & COMMUNITY

Tools and apps with a social and collaborative functionality

- Interacting
- Communicating
- Shared Content
- Personal Learning Networks



ASSESSMENT & EVALUATION

Tools that focus on quantifying the impact of learning

- Quizzes
- Assignments
- Surveys
- Projects
- Adaptive Learning

VIRTUAL & AUGMENTED REALITY

Tools and apps that enable us to create immersive learning experiences

- Simulations
- Immersive Environments
- Virtual Worlds
- Layered Relational Data

CURATION

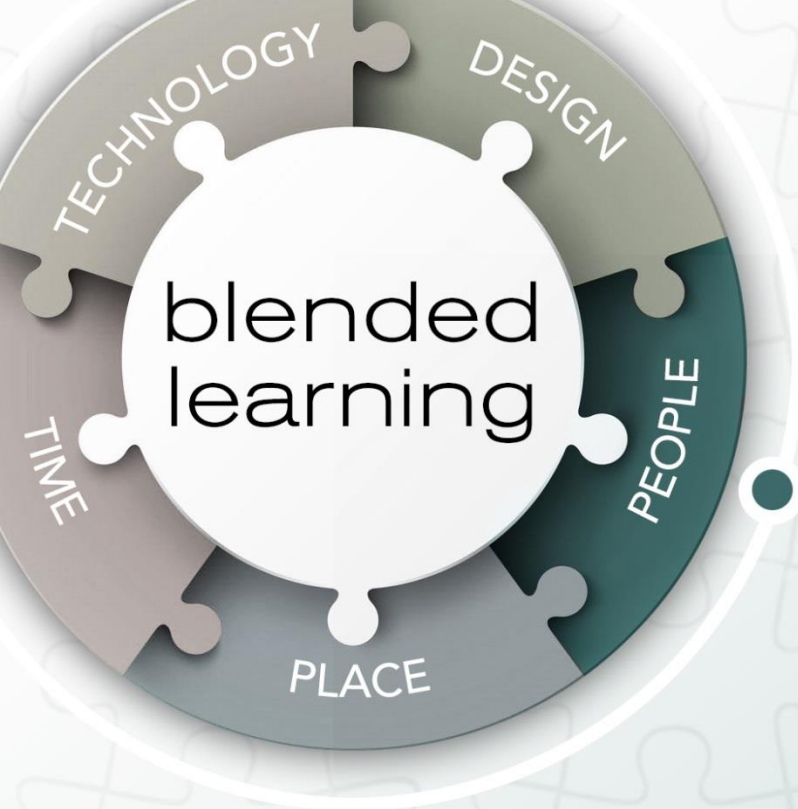
Tools used to explore, save and share specific topics on the web

- Aggregators
- RSS Feed Readers
- Lists
- AI Curation Engines



ELEMENTS OF MODERN DESIGN

1. Learners create their own inquiry-based learning.
2. Based on “real work” where learners are constantly applying what they are learning to actual situations in the workplace.
3. Includes a “show your work” component, where learners create projects, solutions, presentations, etc. in an iterative way, and receive feedback from peers and facilitators as each iteration is produced.
4. Based on the traditional instructional design concepts of needs analysis, design, development, implementation, and evaluation
5. Organizes microlearning and other learning assets into a macrolearning ecosystem.
6. Provides tools, performance support, and other resources.
7. Utilizes a gamification approach.





PERPETUAL LEARNING



Respond to the learner in their moment of need



When learning for the first time



When learning more



When remembering and/or applying what's been learned

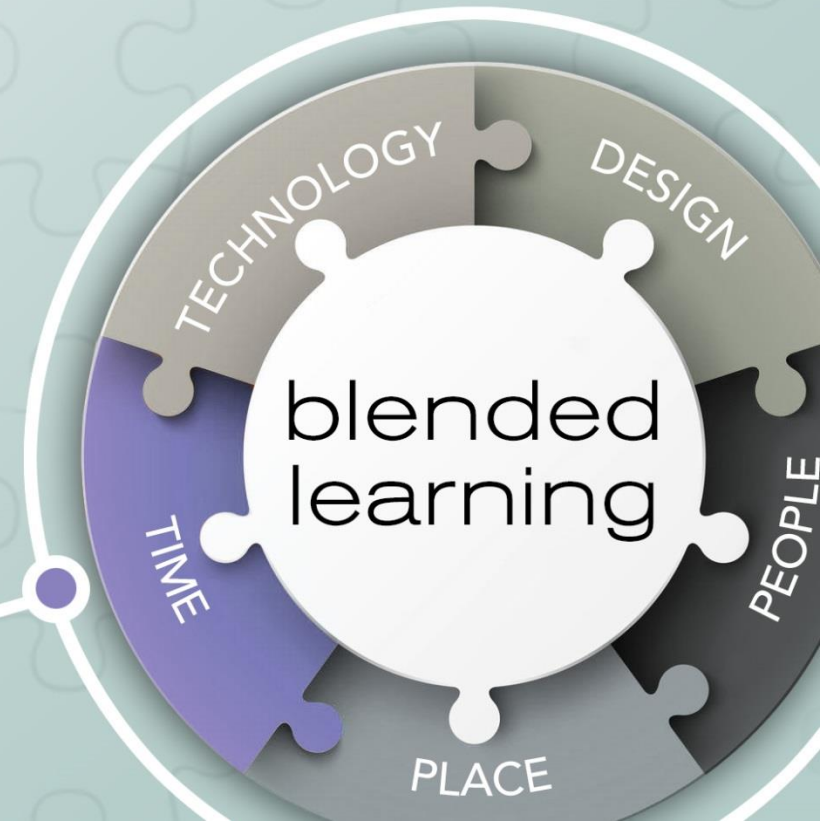


When things go wrong



When things change

5 MOMENTS OF LEARNER NEED | Dr. Conrad Gottfredson and Bob Mosher





LEARNERS CREATE THEIR OWN LEARNING JOURNEYS BASED ON MANY CRITERIA



SUPERVISOR & LEADERSHIP TRAINING HUB

Interviewing and
Evaluating Job Candidates

Conducting a
performance review

Goal Setting

Giving Effective Feedback

Effective Meeting Strategies

Leading Your Team



Personal Learning Path across campaigns





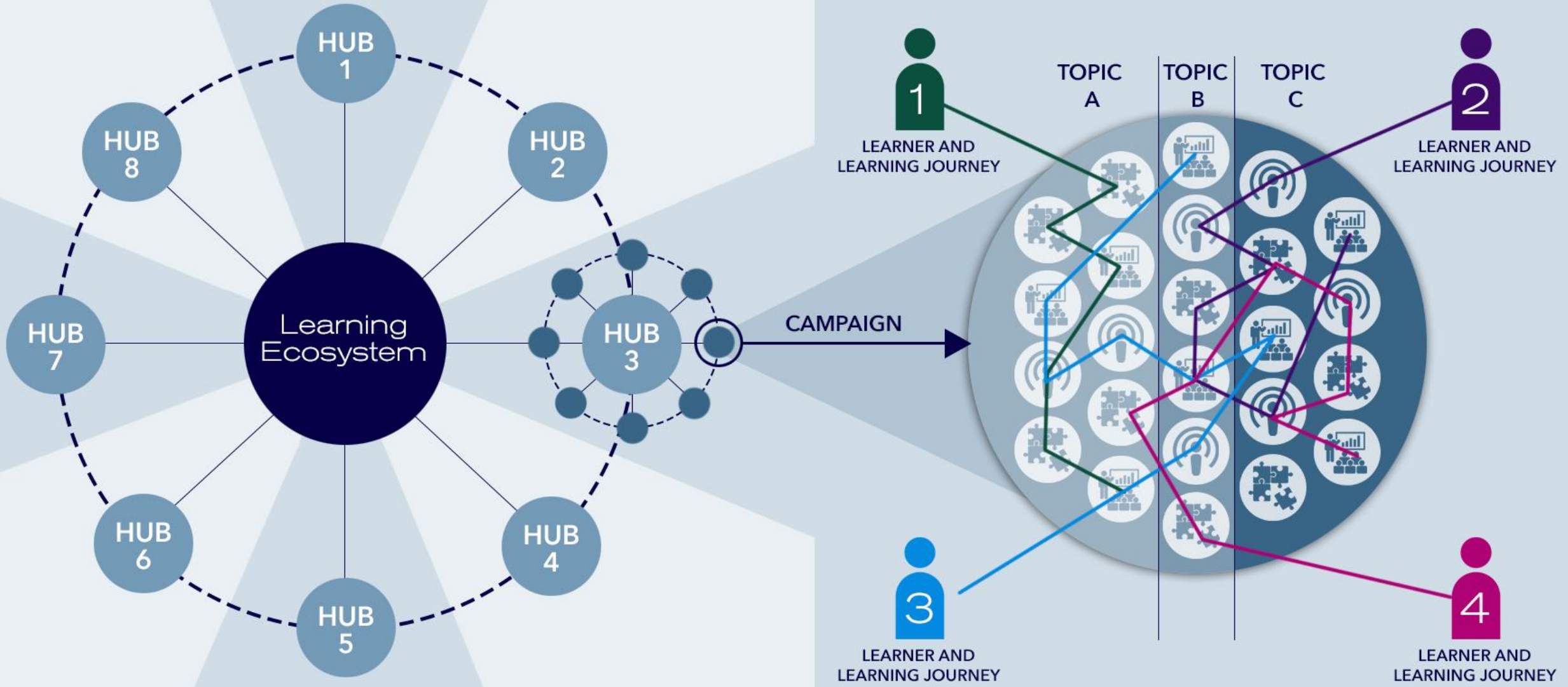
ENCOURAGE REFLECTION ON THE JOURNEY

In this modern blended learning landscape, our milestones need to include moments of reflection and recognition. Reaching our goals is not enough to measure our success on this pathway – reflection, self-evaluation, conversation, and narrative are all part of the journey.

Take some time on a regular basis to stop and answer these questions:

- What am I trying to accomplish?
- Why am I progressing along this pathway?
- Have I passed any milestones along the way?
- How did I manage to get to where I am now?
- What conversations and interactions have I had?
- What is helping me most as I work towards my goals?
- What accomplishments can I highlight and share?
- How should I adjust my pathway?

INSYNC'S PERPETUAL LEARNING DESIGN™ MODEL



BUILDING A SIMPLE BLEND

1

Introduce content with a video

In the video, provide one actionable step or useful piece of content that viewers can put to work right away.

2

Create a tool that is immediately useful

Some kind of tool, like an infographic or job aid, helps to solve a problem right away, and in OTHER Moments of Learning Need

3

Write a blog article

Summarize the content you will discuss in the virtual event. Give them a reason to be there.

4

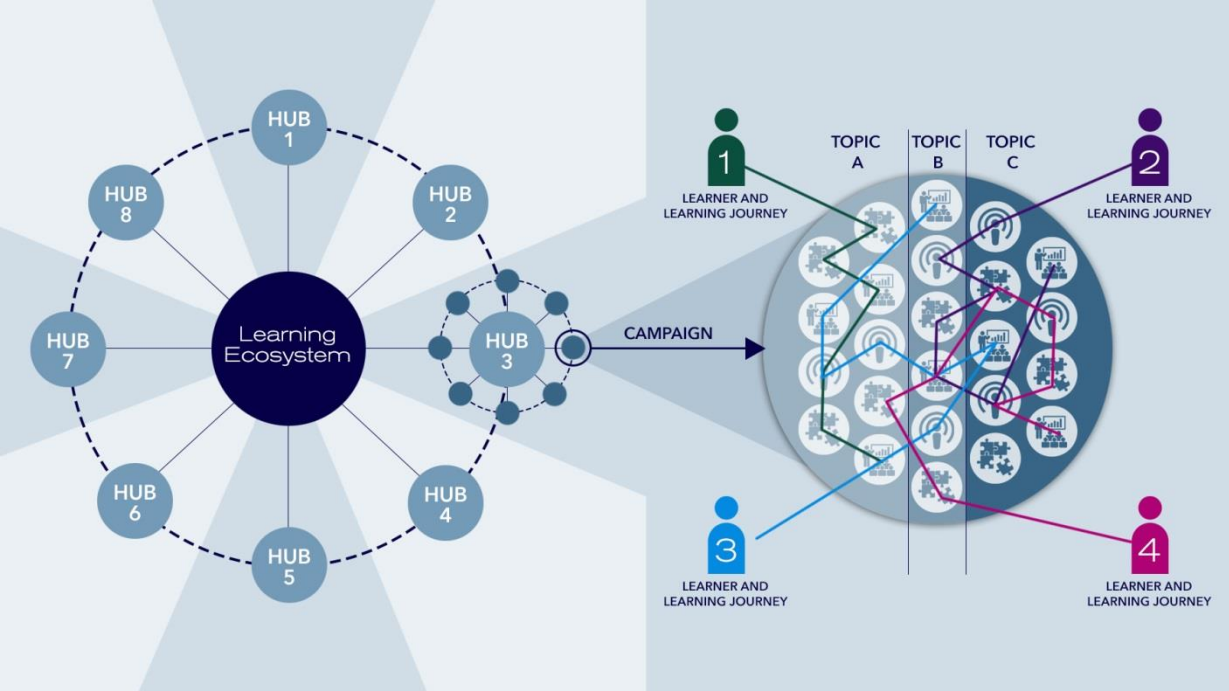
Deliver an interactive virtual lesson

Focus on interaction and conversation – based on the tools you have already provided.

5

Expand everyone's PLN

Use existing tools to connect learners with additional resources and with each other.



What are you going to do with this new information about blended learning and Perpetual Learning Design?

Are these concepts in line with your organizations vision about L&D? Why or why not?





LEARN MORE Handouts/Resources:

<https://info.insynctraining.com/atd-blended-learning-a-five-dimensional-puzzle>

AN INTRODUCTION TO INSYNC TRAINING'S PERPETUAL LEARNING DESIGN™ MODEL

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ENGAGING MODERN LEARNERS

WHEN TO PUSH WHEN TO PULL

5 GUIDING PRINCIPLES FOR MODERN WORKPLACE LEARNING

Jane Hart

1	2	3	4	5
Supporting a much wider range of learning experiences	Loosening control and autonomy	Supporting and enabling learners; not just about designing and managing content	Focuses on performance, not just learning	A new relationship between Learning & Development and the business

5 MOMENTS OF LEARNER NEED

Gottfredson and Mosher

Respond to the learner in their moment of need

1	2	3	4	5
When learning for the first time	When learning more	When remembering and/or applying what's been learned	When things go wrong	When things change

WHAT'S THE DIFFERENCE?

Stephen J. Gill

PUSH vs PULL

IN A TRAINING CULTURE, LEARNING IS:	IN A LEARNING CULTURE, LEARNING IS:
Instructor-centered	Learner-centered
Event-based	Continuous
Centralized	Decentralized
Siloed	Shared
All about delivery (output)	All about results (impact)

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SORTING THROUGH THE EDTECH TOOLBOX

6 BLENDED LEARNING TOOL CATEGORIES

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BY PHYLISE BANNER

GETTING insync

CONNECTING, COLLABORATING AND SUCCEEDING IN THE MODERN CLASSROOM