



Designing Blended Learning Solutions

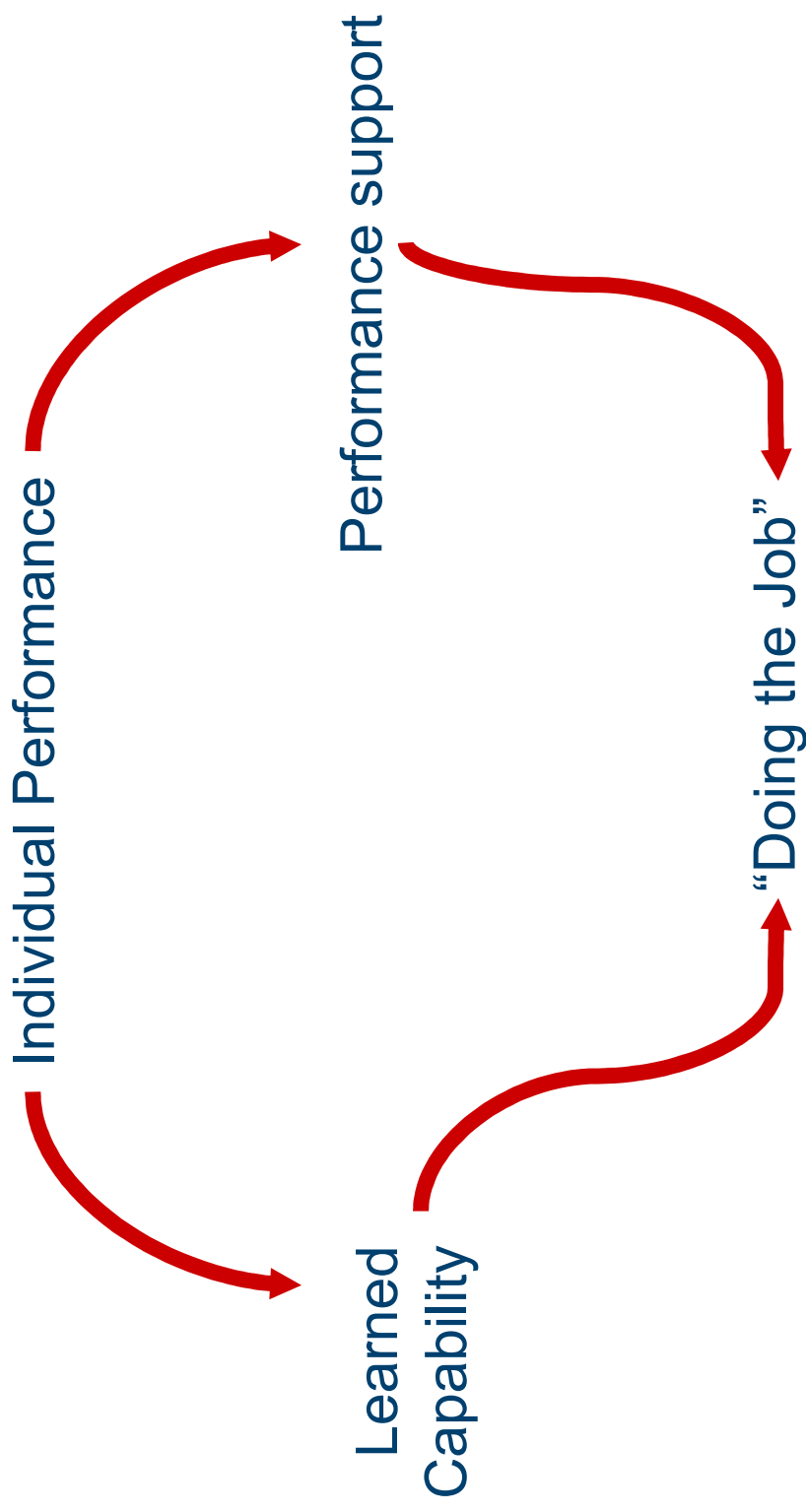
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Learner's Characteristics

How do I build a bridge to my learners ??

- **No time to learn** in a formal setting
 - Learning events must focus on a **specific work related subject** (direct help for the job)
 - Delivered '**just in time**' for when this knowledge is needed
 - **Maximum flexibility/control** is in the hands of the learner - they decide when it is a good time to learn.
 - Training that works for **ME**
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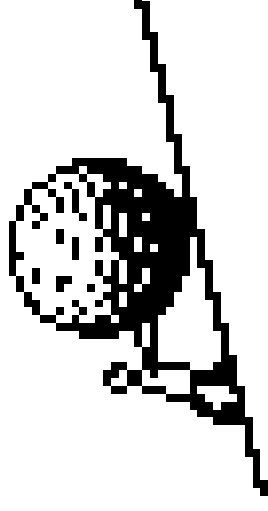
Performance Profile




A Problem of Design -----

“When you discover that you are riding a dead horse, the best strategy is to dismount”

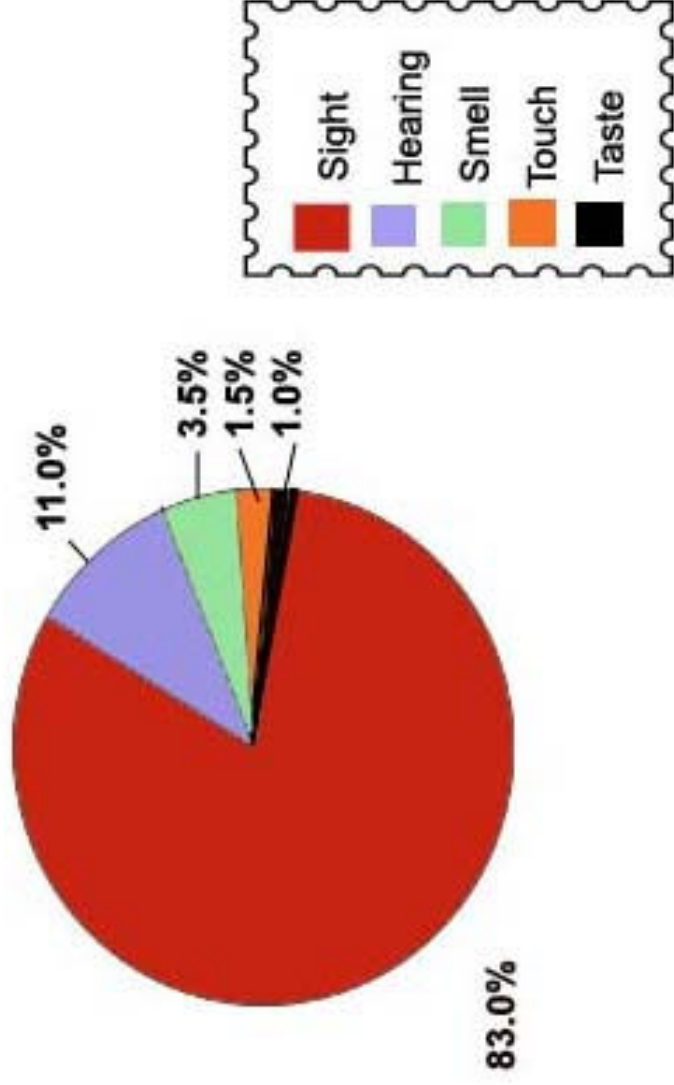
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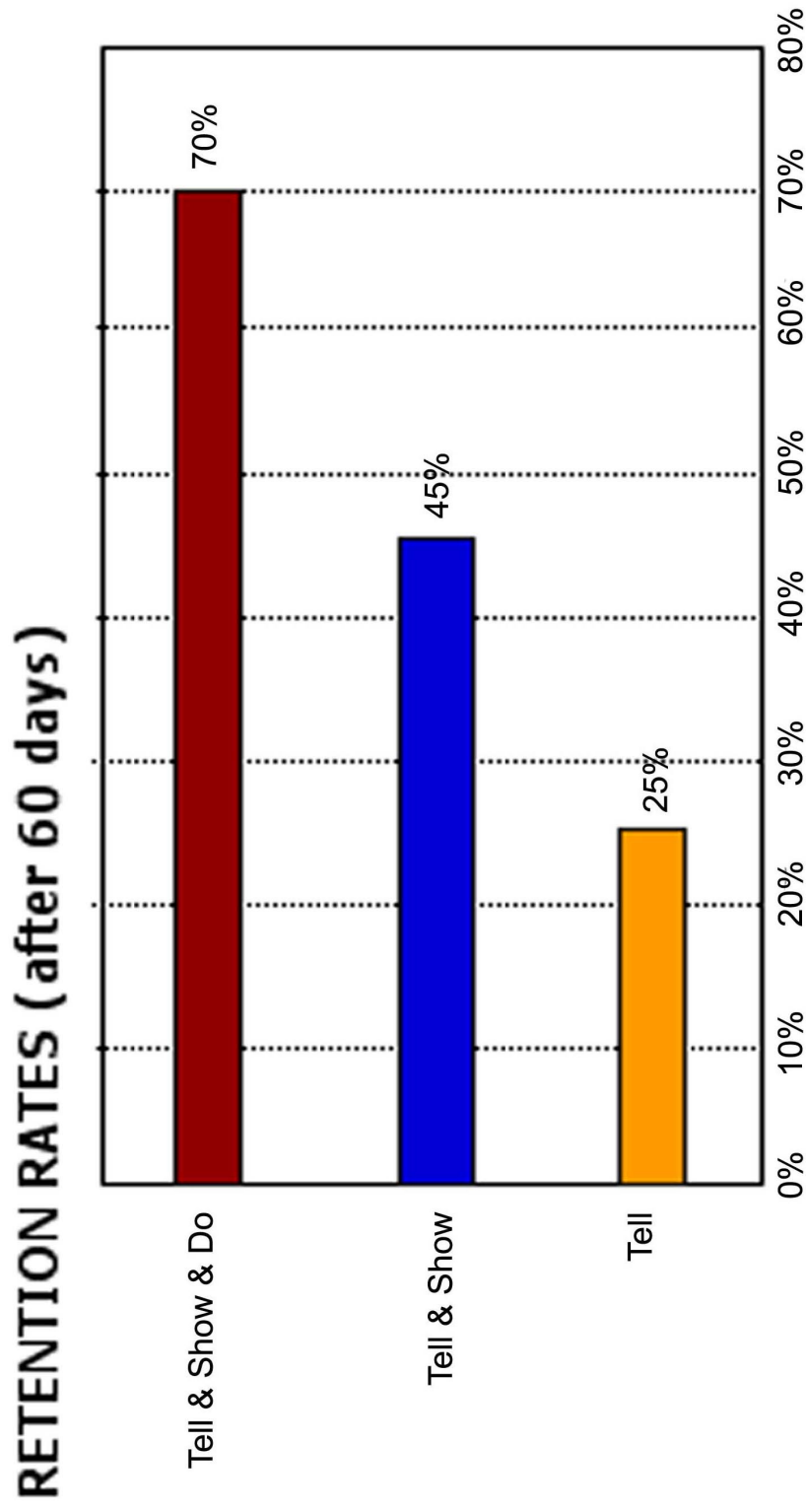
Blended Learning Design Maxims

- **Good and bad design is a point of view**
 - **Entertaining technology does not guarantee learning results**
 - **Context has different perspectives**
 - **Cognitive activity promotes learning**
 - **Experience = Event + Interpretation**
 - **Motivation will always provide the winning edge**
 - **Learning needs a marketing treatment**
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Key Design Point 1 - Information Uptake



Key Design Point 2 – Aid Retention

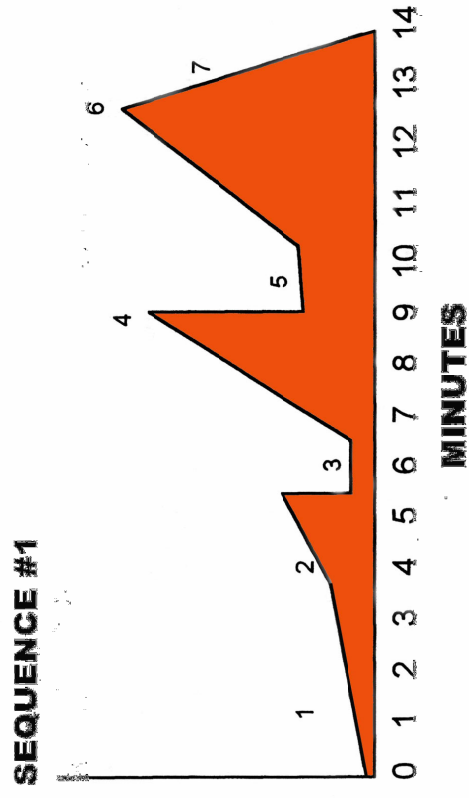
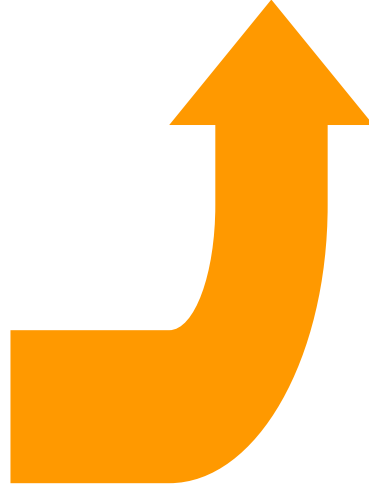
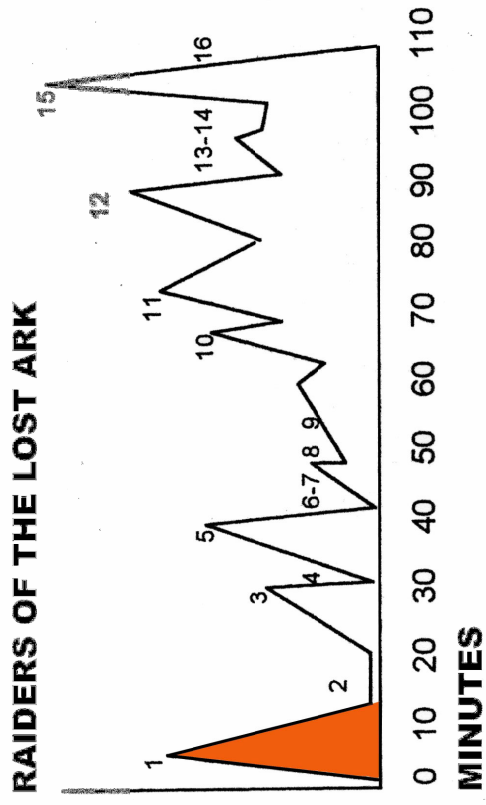


Key Point 3 – Cognitive Action

Cognitive action = ***processing***

- Information
 - Layered Information
 - Knowledge Application
 - Problem Solving
 - Critical Incident Analysis
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Key Point 4 – Activity Profile



Finding the best blended solution

- Converge learning and work
- Blended Model - Anchored in the classroom that ‘feels’ like on-the-job
- Continuously use a full range of instructional strategies
 - Promote cognitive processes
 - Maximize delivery mechanisms
 - Enhance performance tracking and reporting
- Encourage independent learning habits
- Foster professional communities
 - Alumni – Ongoing professional development
- Good Evaluation is Critical

Using appropriate development tools

- More classroom programs must have technology based training aids
- Most programs must have an 'online' element
- Make better use of collaboration technology
 - Leveraging guest presenters (live and archived)
 - Focus Chat and Discussion Board
 - Interactive document sharing
 - Alumni