



WCO Global Webinar Series: Managing HR Through
a Crisis and Beyond

Intrinsic Challenges in the Virtual Training Transformation

Toolkits, Tips, and Best Practices to Make It Work

January 21, 2021



Session Overview

Section 1: Intrinsic Challenges in the Virtual Training Transformation

Section 2: Options for Virtual Training Transformation

Section 3: How to Craft Learning Journeys from a Distance – Toolkits, Tips, and Best Practices to Make It Work



Section 1

Intrinsic Challenges in the Virtual Training Transformation



Challenge #1 – Replicating the Value of ILT and the Impact It Creates

- Enables focused learning.
- Supports training complex content.
- Offers opportunities for practice.
- Allows access to competent trainers who provide value-adds.
- Provides room for modulation to adjust.

Challenge #2 – Engaging the Remote Learners

3. **With the analysis of the new immediate remote learning platform, it is difficult for learners to fully, the degree of learner participation and engagement may become a challenge and would not hold the attention** of the learners.
2. It may be **difficult to get learners' mind share** and have them fully engaged.
4. For complex subjects, the required learning impact may be missing as learners may **not receive the attention** they were receiving for clarification and queries resolution in a classroom environment.





Challenge #3 – Handling the Drastic Change

1. New technology adoption.
2. Trainers – To adapt to the new medium and delivery modes.
3. Learners – To leverage the new mode despite remote learning challenges.



Section 2

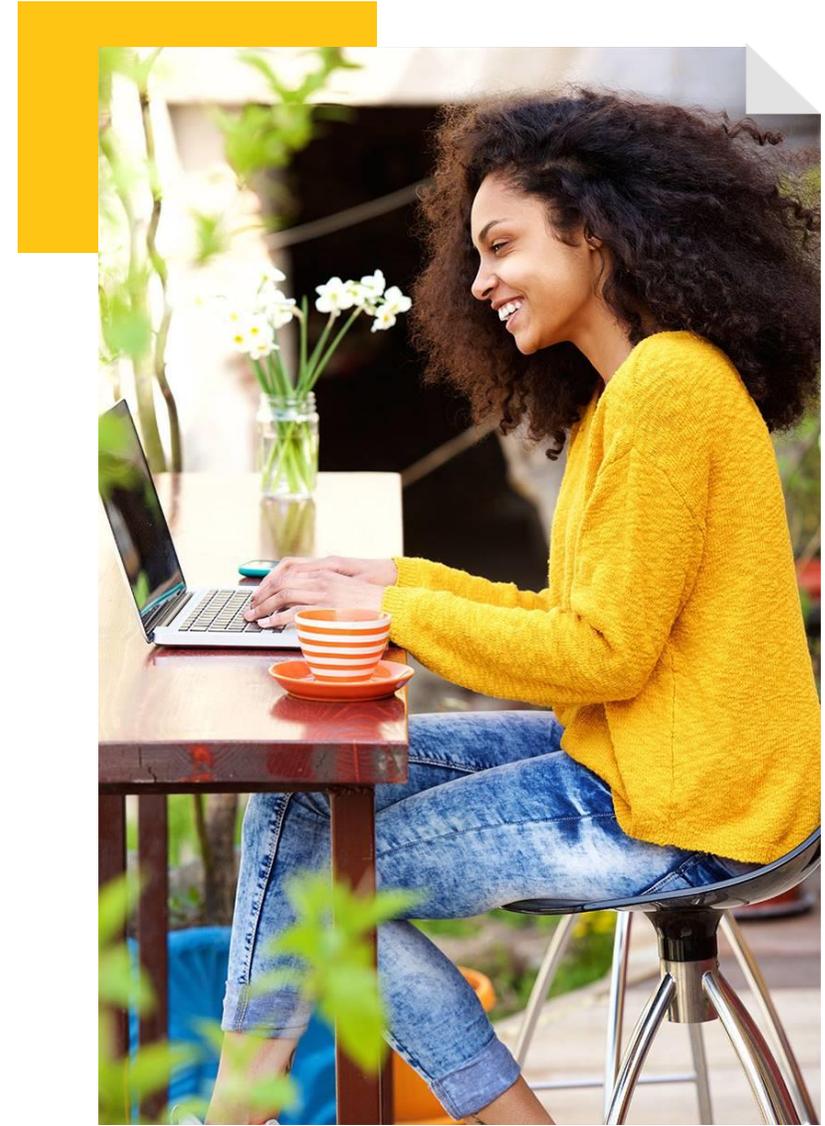


Options for Virtual Training Transformation

Options for Virtual Training Transformation



Empowering the Solving and Training





Section 3

How to Craft Learning Journeys from a Distance – Toolkits, Tips, and Best Practices to Make It Work

Intrinsic Challenges in the Virtual Training Transformation

Toolkits, Tips, and Best Practices to Make It Work



Step-by-step Toolkits for Virtual Training Transformation

Option #1 - When You Move the ILT Training to a VILT Mode



Engage with the learner by using a variety of content and activities during the training. For facilitating sessions, training needs to be re-arranged to work with the facilitator/instructor.

- a. **Several standard interactions like polling questions and chats.**
A series of sessions - with each session not exceeding 30-45 mins.
- b. **Look for breaks in sessions, exercises and re-grouping with remote learners' presentations.**
A learning journey with live sessions, breakout sessions, activities, re-grouping, and interactions with peers/facilitator.
- c. **Create a learning journey by structuring the multiple virtual sessions over a period of time and have interjections of supporting materials or exercises for the remote learners.**
- d. **Add interactive quizzes at suitable junctures that can be tracked.**
- e. **Evaluate Apps for Games, Assessments, Interactive Learning, and so on.**

Intrinsic Challenges in the Virtual Training Transformation

Toolkits, Tips, and Best Practices to Make It Work



Step-by-step Toolkits for Virtual Training Transformation

Option #2 - When You Move the ILT Training to a Blended or a Fully Self-paced Online Mode



How do you ensure that the training is effective? One of the biggest challenges in moving training to a self-paced online mode is ensuring that the training is interactive and engaging. What should the remote learners do when they encounter a problem late at night? Integrating boards into their workflow is easy to learn and apply.

- a. Curated information to support the initial program.
- b. Furthermore, you can engage the remote learners by offering spaced repetition for practice, keep them posted on what's next.
- b. Proficiency gain, and meet the tougher goal of behavioral change.
- c. Nudge them toward Self-Directed and continuous learning.

Intrinsic Challenges in the Virtual Training Transformation

Toolkits, Tips, and Best Practices to Make It Work



Best Practices to Make a Successful Virtual Training Transformation

Option #1 - Best Practices to Make Your VILT Work



Be sure to have a backup plan for when you are unable to attend. This is especially important if you are the only person attending. Be sure to have a backup plan for when you are unable to attend. This is especially important if you are the only person attending. Be sure to have a backup plan for when you are unable to attend. This is especially important if you are the only person attending.

Intrinsic Challenges in the Virtual Training Transformation

Toolkits, Tips, and Best Practices to Make It Work

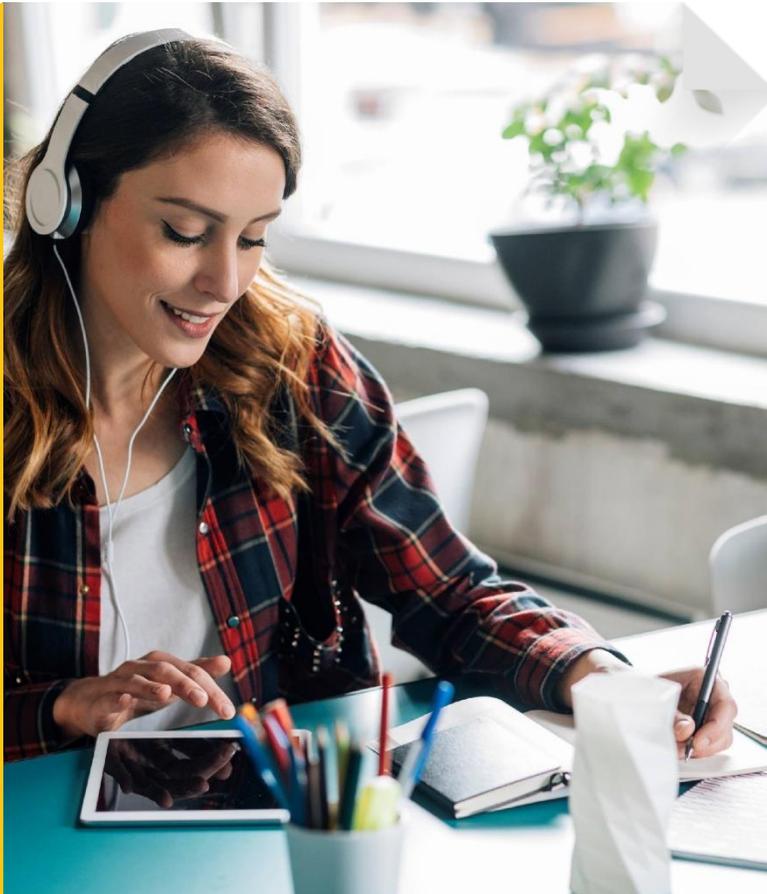


Best Practices to Make a Successful Virtual Training Transformation

Option #2 - Best Practices for a Blended 2.0 Mode



- a. Break them down into shorter online sessions.
 - b. Which should be converted to Self-paced, Online Training (Mobile Learning) mode.
- a. Break them down into shorter online sessions.
 - b. Which should be converted to Self-paced, Online Training (Mobile Learning) mode.



Session Recap

Section 1: Intrinsic Challenges in the Virtual Training Transformation

Section 2: Options for Virtual Training Transformation

Section 3: How to Craft Learning Journeys from a Distance – Toolkits, Tips, and Best Practices to Make It Work

Q&A



Intrinsic Challenges in the Virtual Training Transformation

Toolkits, Tips, and Best Practices to Make It Work



Contact Asha Pandey

email: apandey@eidesign.net

Contact EI Design

Stay connected on EI Design's social platforms for regular updates.

email: solutions@eidesign.net
www.eidesign.net

