

— 5 WAYS TO CREATE A — BLENDED LEARNING EXPERIENCE

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

[Research shows](#) that when a training program combines modalities, it's more likely to meet the preferences and needs of more learners — making it more widely effective.

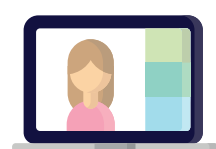


50% OF TRAINING PROGRAMS
ARE DELIVERED USING
3 TO 6 MODALITIES.

Use these best practices when creating a **blended learning experience** that meets the needs of the learners in your organization...

1 Include self-paced options for more flexible learning.

Learners with more direct reports prefer **self-paced methods of learning**.



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2 Blend a variety of modalities.



Learners rank **on-the-job training** as effective, regardless of the topic.

3 Flip the classroom to prime participants for learning.

Provide learning content **prior to classroom training sessions** to set the stage with background information that excites learners.

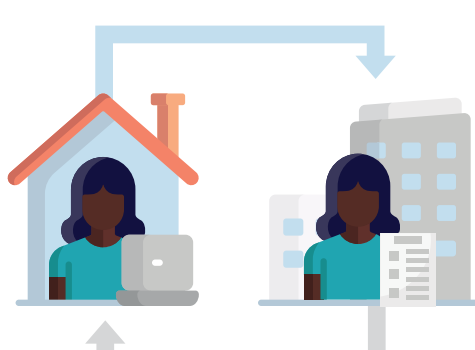


4 Blend the learning experience for remote learners too.



5 Engage all learners in the hybrid classroom.

As the workforce becomes a **blend of in-person and remote employees**, the classroom will, too. Be sure you're reaching learners in the classroom and learners at home.



Creating a great blended learning experience means **empowering learners' access to training content** by making it available through multiple methods and choosing the ones with which they are most likely to engage.

In doing so, learning leaders can increase the likelihood of meeting learner needs and, ultimately, improve business outcomes.

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