



It's NOT a Pizza!

The C-Suite folks have *all* the answers – right?

Especially when it comes to training.

In order to cut down on travel costs for training, their answer is always, “*Throw it online!*”

First, training is NOT a pizza! You can't *throw it* (like pizza dough) just anywhere.

There are a number of *very important* issues to take into consideration when choosing the best delivery medium: classroom, on the job training, blended, online synchronous (live instructor present) or asynchronous (without live instructor present).

1. First and foremost, is the **content** something that works well in an online learning environment? If it's **knowledge-based**, the answer is YES. Topics like safety training, compliance, etc. do *very well* online. **Skills-based training?** Not so much! The technology is getting there, but we have a ways to go to make skills-based training effective and affordable online.
3. Is the content **stable** or is it constantly changing?
5. Is this session **repeated** often over time or delivered just a few times?
7. Is an **expert** needed in real-time to demonstrate a skill or provide feedback?
9. Is **participant collaboration** and discussion between participants critical to the learning process?

Also, when you come right down to it, it is often *more expensive* to design online learning, whether synchronous or asynchronous, than it is classroom or ojt learning. So make sure you have your cost figures gathered so that you can have a cost-benefit financial discussion as well.

Finally, consider a **blended learning** approach. Each delivery medium (classroom, asynchronous, synchronous, OJT) each has its place and purpose in moving the learner to reach their learning objectives.

For more information about how to choose the best delivery method, crafting a blended learning approach and crunching the financials to back up your choice, please join us for our brand new Training Essentials Virtual Mini:

***ILT? VILT? Asynchronous? All of the Above?
Navigate Delivery Methods Effectively***

Wednesday, December 19
9:00 am PT/ Noon ET

Click ***HERE*** to register and to check out our "just outta the box" 2019 offerings!

Team M&M
Maria Chilcote & Melissa Smith
Managing Partners



The Training Clinic
thetrainingclinic.com
info@thetrainingclinic.com
800-937-4698

