Overcoming challenges to deliver effective hybrid learning
IMMERSIVE HYBRID LEARNING SPACES

OneRoom
HYBRID LEARNING CHALLENGES

ENVIRONMENT

CREATING HUMAN CONNECTION

LEARNER EQUITY

COORDINATION, DELIVERY & CONTENT

TECHNOLOGY
ENVIROMENT

Firstly...

✓ Number of participants in a session.
✓ Split of in-room vs. remote participants.
✓ Space for instructors to move around and interact with participants naturally.
✓ Space for practical teaching or demonstrations etc.

Then think about...

✓ Size and shape – rectangles or theatre styles work well and high ceilings.
✓ Acoustics & lighting are key but often overlooked.
✓ The instructor needs to clearly see everyone.

✓ The participants need to clearly see each other.

✓ Everyone needs to hear one another perfectly.

✓ Everyone needs to be able to use the tools within the environment collaboratively.
Learner Equity is one of the biggest challenges within Hybrid training:

✓ How do you achieve the same **high quality experience** for both in room and remote participants?

✓ How do you make remote participants feel ‘as **important**’ as there in room peers and not ‘2\textsuperscript{nd} class or lost’?

✓ How do you provide the same level of ‘**one to one**’ engagement and interaction?

✓ How do you provide the same tools, resources and communication channels to **everyone**?
Co-Ordination becomes even more critical with effectively two different cohorts. Preparation and planning is key.

Instructors will need to adapt their style towards hybrid delivery. This medium is neither a 'face to face' classroom or a video call but in many ways the best of both.

Course materials will also need to be adapted so they work for remote and in room delivery. This is an opportunity to optimise materials from a digital first perspective.
Delivering a **seamless, immersive, high quality** hybrid class isn’t easy. Especially if you consider the challenges we have already discussed.

In addition, your chosen technology should:

- Be scalable, flexible and secure.
- Interop with other learning platforms (LMS systems or recording platforms for example).
- Work seamlessly and be easy to use and to ensure adoption by instructors.
- Be accessible to remote participants from anywhere.
- Provide analytics to track learning objectives and progress.
CASE STUDY
CHALLENGE

✓ Reduce carbon footprint, cost and time associated with travel
✓ Be prepared for a time where travel isn’t possible
✓ Enable remote and hybrid learning programs without a decrease in quality, engagement, teacher freedom or learning outcomes
✓ Provide a premium ‘broadcast like’ learning experience to their participants
✓ Facilitate group work and breakout discussions even in a hybrid environment with a mix of in person and remote attendees
✓ Be able to deliver live training at scale and reach additional learners across more geographies
✓ Enable trainers to utilise a host of online applications as part of their course material and syllabus – enchained collaboration tools, simulation software, virtual reality etc
✓ Utilise the best trainers irrelevant of their location or the location of their learners
✓ Track learner progress and engagement for both remote and hybrid deliveries
SOLUTION

✓ Concept and design methodology of ‘how does this work in a face-to-face session’

✓ Delivered multiple remote and hybrid training environments by remodelling existing facilities

✓ Utilised the X2O OneRoom platform to power ‘broadcast like’ sessions with superior levels of participant presence, equity and engagement whilst maintaining freedom from the instructor

✓ High flex spaces that support smaller personable sessions as well as mass training

✓ Breakout areas to enable hybrid workgroups with frictionless execution and high visibility to the trainer

✓ Allowed ‘anyone to join from anywhere’ with the learner’s experience fully within the web browser

✓ Utilised OneRooms content and asset sharing functionality and collaboration features to embed additional applications into the teaching environment

✓ Spaces enabled with remote presenter functionality to allow for trainers to be anywhere with full control of the environment

✓ Captured learner statistics for delivery into the LMS
AT A GLANCE

- Learners across 5 continents
- Trainers in 12 countries
- 150,000 learning hours
- 190 tons carbon reduction
- Average €900 saving per learner