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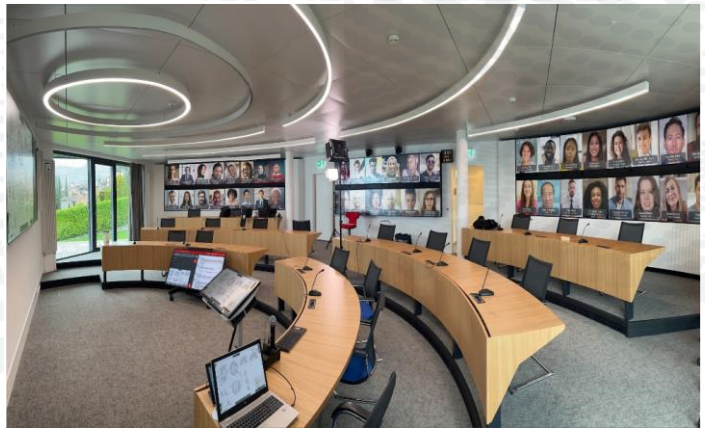
Overcoming challenges to deliver effective hybrid learning

IMMERSIVE HYBRID LEARNING SPACES

OneRoom



EY AIRBUS CAE Nestlé

IMD
REAL LEARNING. REAL IMPACT

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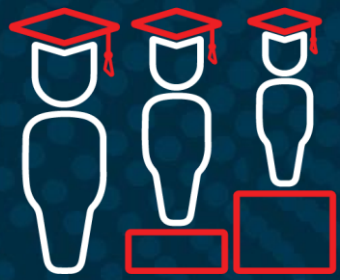
COLLEGE
OF SURGEONS
IN IRELAND
RCSI

QUEEN'S
UNIVERSITY
BELFAST

HYBRID LEARNING CHALLENGES

ENVIRONMENT

CREATING HUMAN CONNECTION



LEARNER EQUITY

COORDINATION, DELIVERY & CONTENT

TECHNOLOGY

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ENVIRONMENT

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.

CREATING HUMAN CONNECTION

- ✓ 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

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 '2nd 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, DELIVERY & CONTENT

- ✓ 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.**

TECHNOLOGY

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.
- ✓ Interopt 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.

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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

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