

Variety Is Key

Print this document and then:

Assessing what you currently do for each and every workshop you facilitate, place a:

S = Same ie I do this

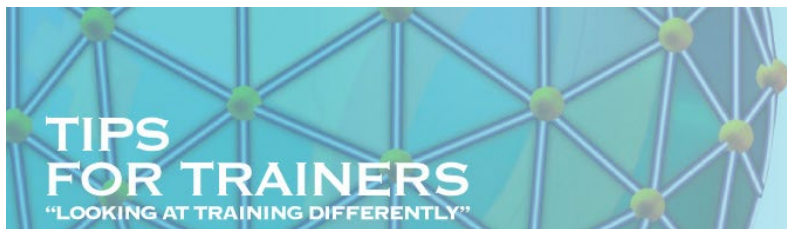
D = Different – Even if I know about it, I haven't tried it

C – Changed – I used to do this in the past but have changed and don't want to change back

Definitions

- **Live Virtual Training** – Webinar ie with a trainer and other learners (synchronous)
- **Virtual Training** – Digital Lesson, eLearning ie learning alone (asynchronous)

	Idea	S – Same D – Different C - Changed
Live Virtual Training (Webinar)	Make personal contact with each learner prior to the start of their training.	
	Send and encourage pre-work.	
	Provide materials/handouts/placemat for learners to make notes during their training.	
	Encourage learners to use their webcam.	
	Music is playing as learners arrive for their live virtual training.	
	Engage learners even before the official start of the training with something like a content related wordsearch.	
	Slides are almost empty with plenty of space for learners to add ideas etc.	



	Idea	S – Same D – Different C - Changed
	Learners do something every 4 minutes eg use an emoticon, use chat, add something to the whiteboard etc	
	Rather than stating objectives, you present the WIIFM (What's In It For Me) from the learners perspective or you set a challenge.	
	Breakout rooms are used often for team work, challenges and practicing with content.	
	Learners visit external locations during their virtual training eg, other websites, YouTube, Padlet etc	
	Learners action plan at intervals throughout their training creating a rolling action plan.	
Virtual Training (eLearning/ Digital Lesson)	Include downloadable materials/handouts/placemat for learners to make notes during their training.	
	Send and encourage pre-work.	
	Rather than stating objectives, you present the WIIFM (What's In It For Me) from the learners perspective or you set a challenge.	
	The training is based around a <i>real life</i> scenario that places learners directly into the action.	
	Learners visit external locations during their virtual training eg, other websites, YouTube, Padlet etc even find information from colleagues etc	
	Learners action plan at intervals throughout their training creating a rolling action plan.	

Highlight any options that have a D next to them

Action Plan – Implement 1 of the D's into the very next workshop you facilitate. After that, apply that same D and implement another one into the following workshop and so on until all D's have been implemented.