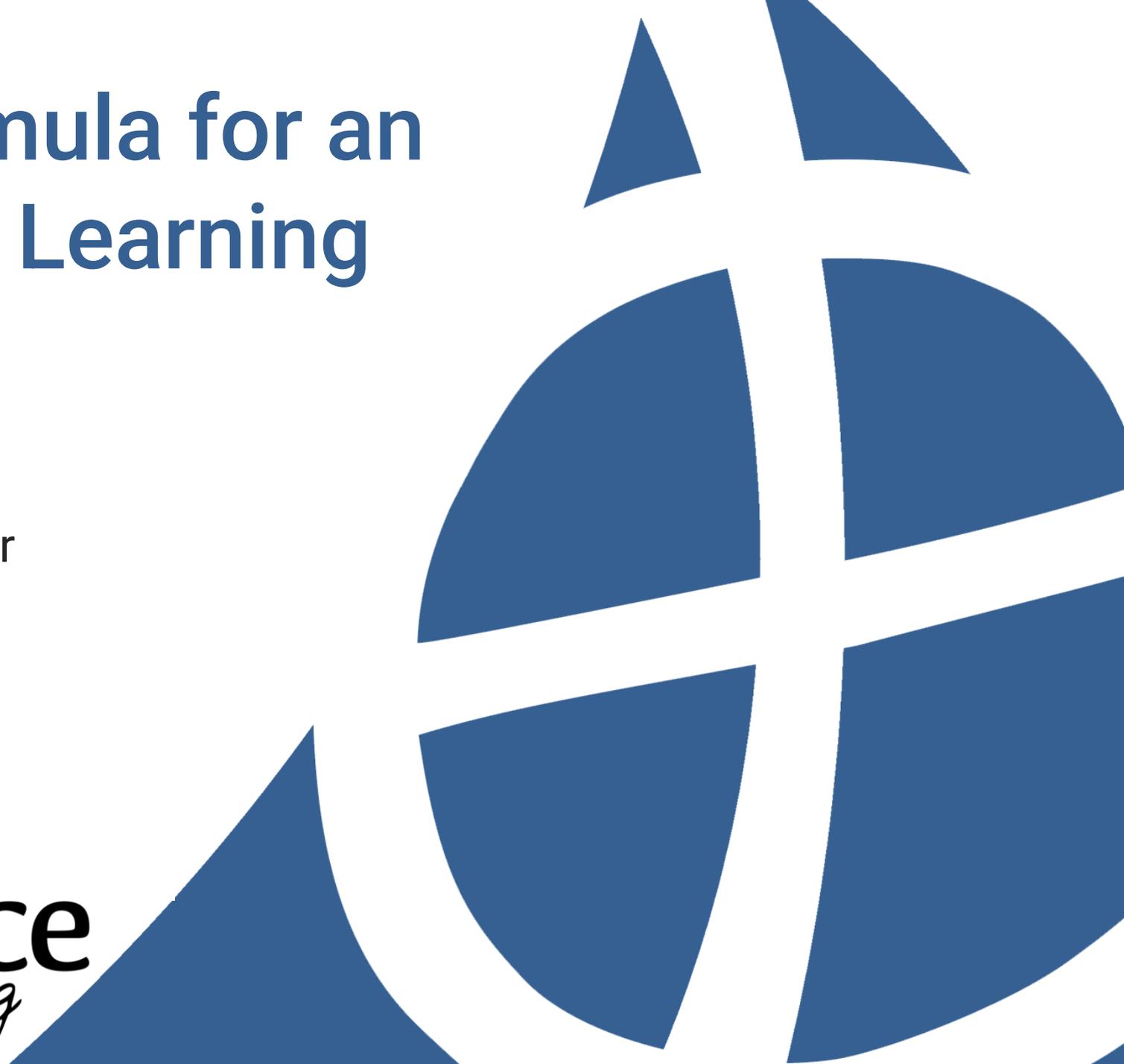


Developing a Formula for an Effective Blended Learning Program

Brian Washburn & Tim Waxenfelter
Co-founders, Endurance Learning
brian@endurancelearning.com
tim@endurancelearning.com

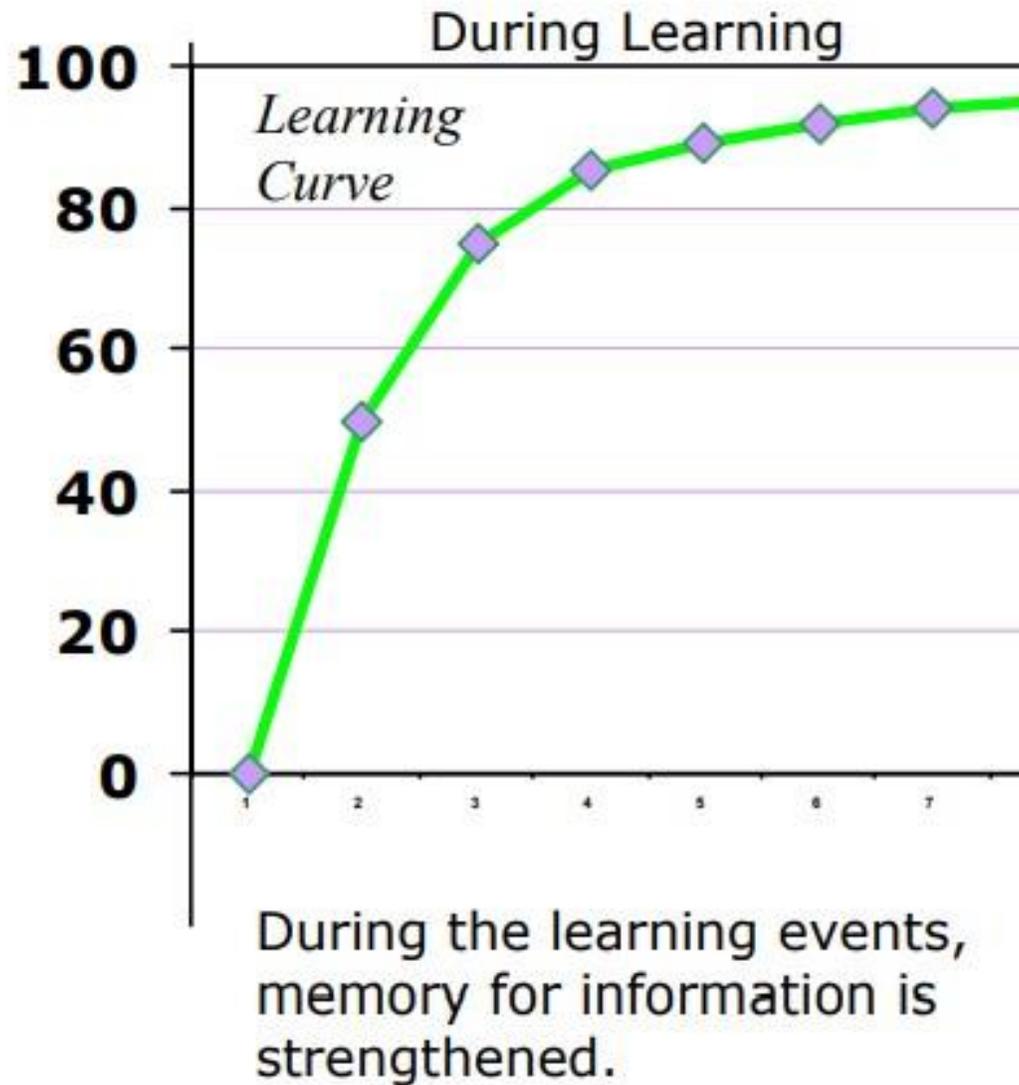
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What's possible?

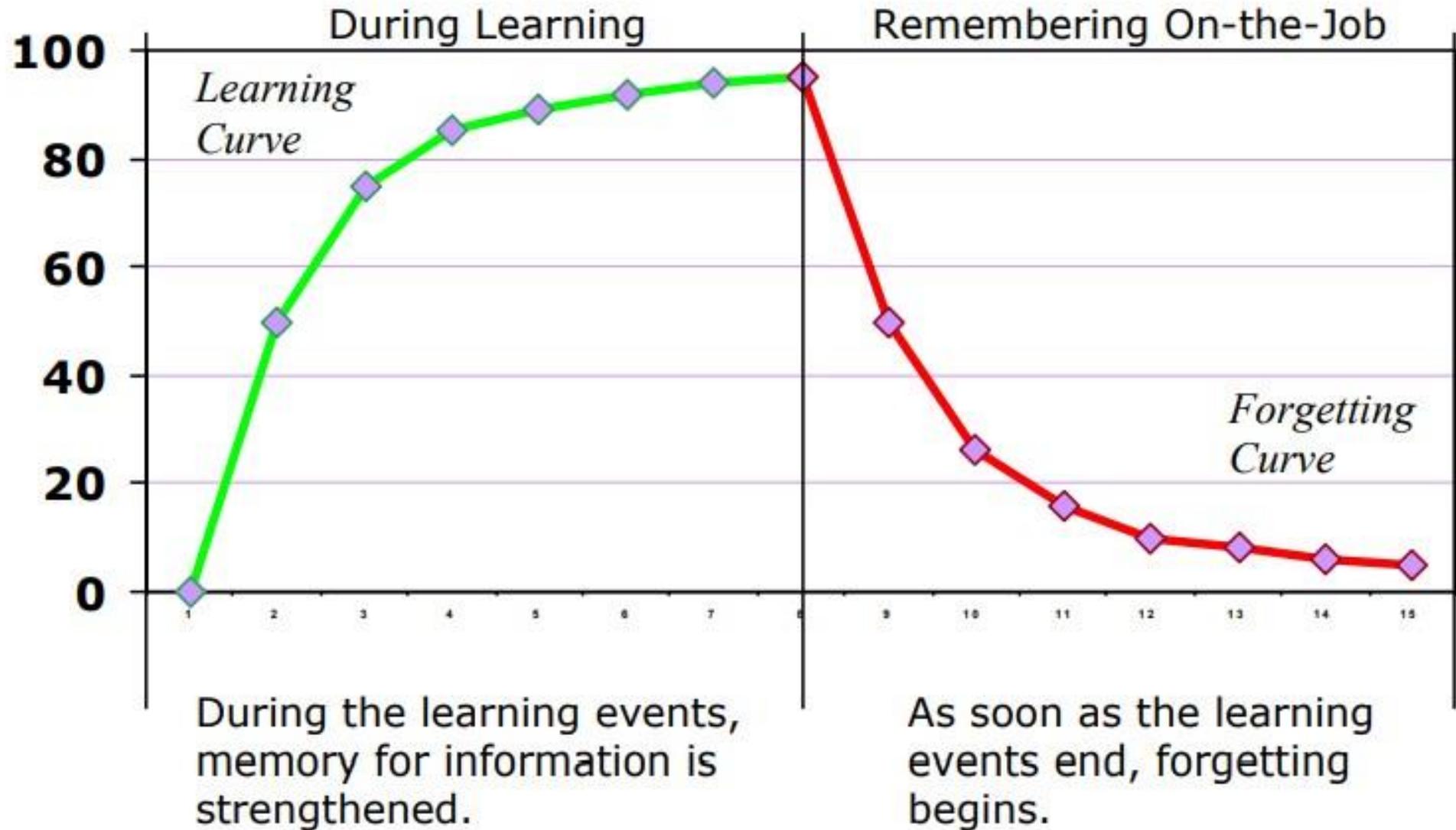
(when it comes to training)

Typical Learning & Forgetting Curves



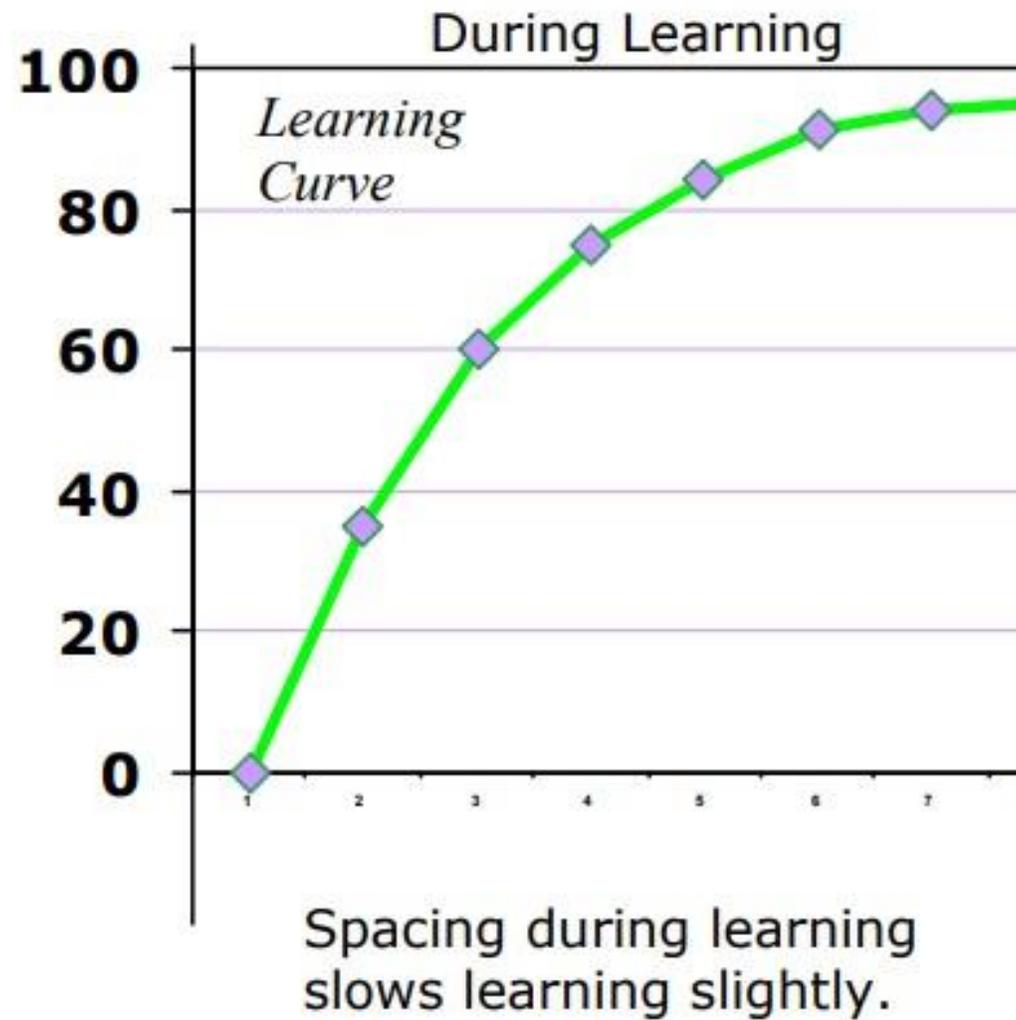
Source: Thalheimer, W. (2006). *Spacing Learning Events Over Time: What the Research Says*.

Typical Learning & Forgetting Curves

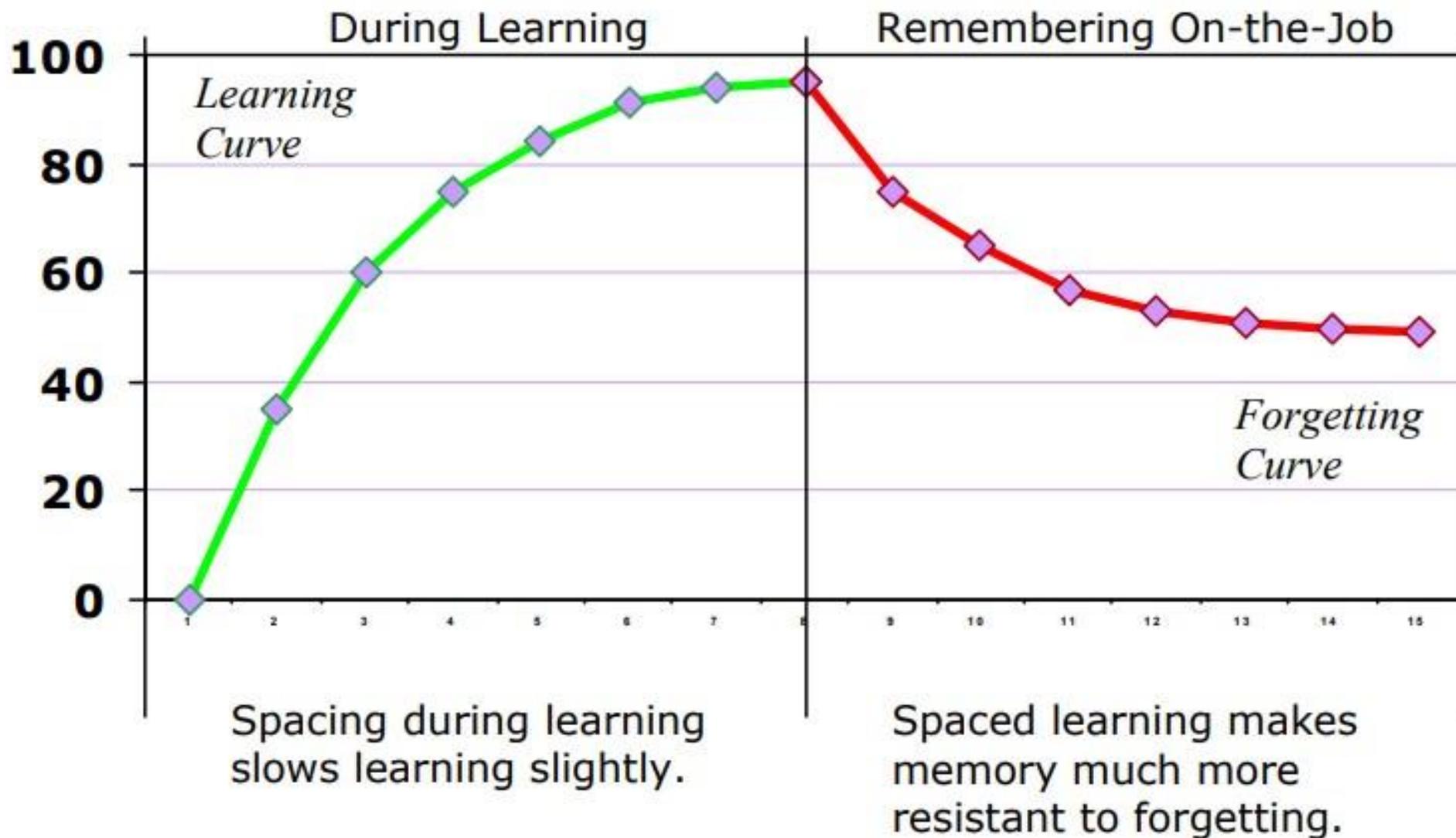


Source: Thalheimer, W. (2006). *Spacing Learning Events Over Time: What the Research Says*.

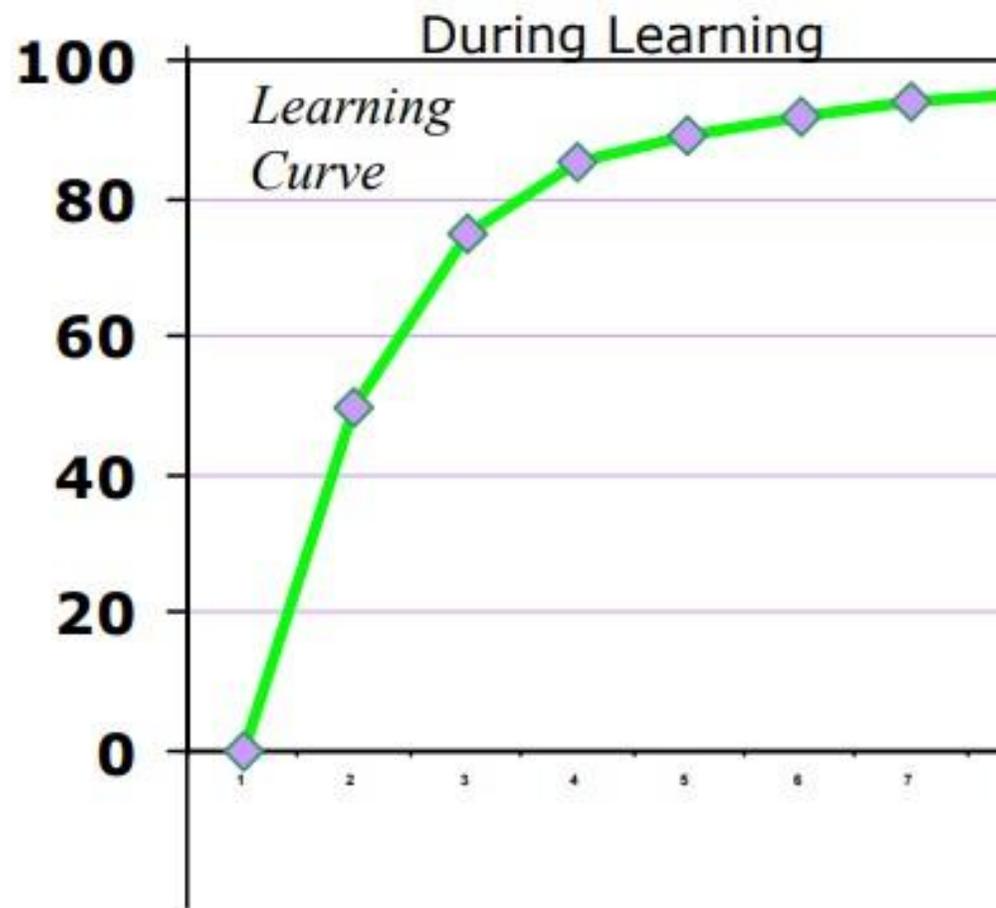
Learning & Forgetting with Spacing during Learning



Learning & Forgetting with Spacing during Learning

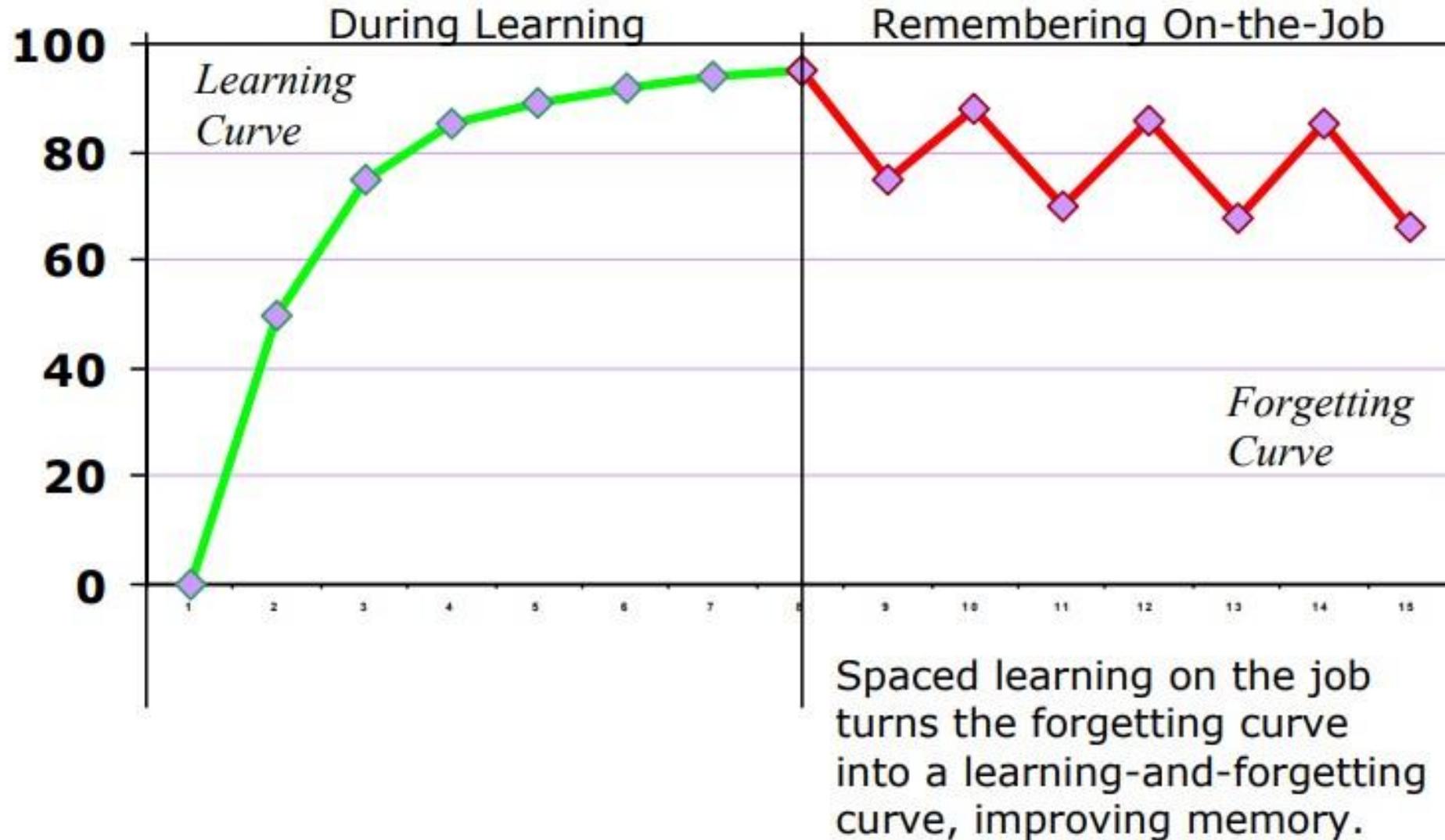


Learning & Forgetting with Spacing On-the-Job



Source: Thalheimer, W. (2006). *Spacing Learning Events Over Time: What the Research Says*.

Learning & Forgetting with Spacing On-the-Job



Source: Thalheimer, W. (2006). *Spacing Learning Events Over Time: What the Research Says*.

**Not all training is
created equally**

Authentic Practice is essential

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Supervisors are essential, too

	Before	During	After
Manager	1		3
Trainer	2		
Trainee			

What is
blended
learning?





Endurance Learning's Elements of Amazing Learning Experiences

1		<input type="checkbox"/> Solid Elements <input type="checkbox"/> Gas-like Elements <input type="checkbox"/> Radioactive Elements <input type="checkbox"/> Liquid Elements <input type="checkbox"/> Interactive Elements						2									
Lp Lesson Plan								Su Supervisor Support									
3 Wd Word		4 Re Audience Response				5 Lc Lecture		6 Pp PowerPoint		7 Me Measuring for Effectiveness		8 Lb Learning Boosts					
9 Qz Quiz Software		10 Gg Google		11 Vi Video		12 Al Adult Learning		13 De Dialogue Education		14 Ex Subject Matter Experts		15 Hn Handouts		16 Sl Spaced Learning		17 Fu Follow Up	
18 Vm Virtual Meeting		19 Ms Mr. Sketch Markers		20 Fc Flipchart		21 Gm Gamification		22 Cm Change Management		23 Sm Smile Sheets		24 Ib Icebreakers		25 As Assessment		26 Mn Mentorship	
27 Ra Rapid Authoring		28 Sc Screen Capture		29 Sr Screen Recording		30 Le Levels of Evaluation		31 Vd Visual Design		32 El Elearning		33 Ar Augmented Reality		34 Co Coaching		35 Mc Microlearning	
36 Sb Soapbox		37 Cf Collaborative File Sharing		38 Tt Text Tools		39 Lo Learning Objectives Taxonomy		40 Id Instructional Design		41 Rp Role Play		42 Ga Games		43 Dt Data		44 Gs Goal Setting	

<https://www.51elementsoflearning.com/>

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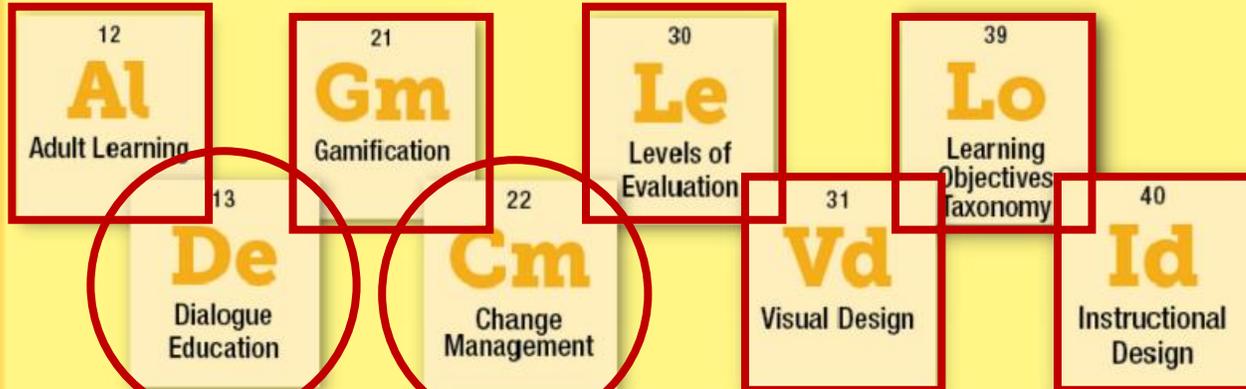
SL

Slideshare

EM

Email

THE GAS-LIKE ELEMENTS



These elements are concepts, models and theories you may never actually be able to see, but are typically wafting through the air of any training room. Some, like the air we breathe, are invisible and odorless, but you'd definitely know if they were suddenly vacuumed out of the training room.

Without one or more of these elements constantly swirling around your learning programs, none of the other elements matter.

(from the book "What's Your Formula: Combine Learning Elements for Impactful Training" by Brian Washburn)

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THE LIQUID ELEMENTS

- They are practices designed to support knowledge and skill transfer
- They take the shape of the vessel (usually the organization or the team) into which they are poured
- They can be frozen and locked into place as needed, then melted so that the shape can change and be adjusted, as appropriate.

(from the book "What's Your Formula: Combine Learning Elements for Impactful Training" by Brian Washburn)

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2

Su

Supervisor Support

16

Sl

Spaced Learning

26

Mn

Mentorship

35

Mc

Microlearning

7

Me

Measuring for Effectiveness

17

Fu

Follow Up

34

Co

Coaching

8

Lb

Learning Boosts

25

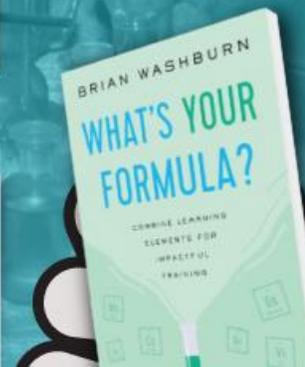
As

Assessment

44

Gs

Goal Setting



THE SOLID ELEMENTS

- The principal property that all solid elements have in common is that they are tools—whether tangible, physical tools or virtual, online tools—that trainers and instructional designers can use to create an engaging learning experience.
- Anyone wishing to make good use of these solid learning elements must apply intention so these tools can most effectively meet their needs.
- Few solid elements are intended to stand alone.

(from the book "What's Your Formula: Combine Learning Elements for Impactful Training" by Brian Washburn)

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1
Lp
Lesson Plan

3
Wd
Word

4
Re
Audience Response

9
Qz
Quiz Software

10
Gg
Google

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Video

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Vm
Virtual Meeting

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Ms
Mr. Sketch Markers

20
Fc
Flipchart

27
Ra
Rapid Authoring

28
Sc
Screen Capture

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Sr
Screen Recording

36
Sb
Soapbox

37
Cf
Collaborative File Sharing

38
Tt
Text Tools

THE RADIOACTIVE ELEMENTS

- Radioactive elements are 11 of the most powerful yet most dangerous elements known to the L&D world. They are commonly used training tools, practices, and resources and can offer tremendous power when used in small doses.
- If used improperly (as is too often the case), they can be extremely combustible and contaminate the reputation of the element, the trainer, and even training itself.

(from the book "What's Your Formula: Combine Learning Elements for Impactful Training" by Brian Washburn)

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5

Lc

Lecture

6

Pp

PowerPoint

14

Ex

Subject Matter
Experts

15

Hn

Handouts

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Sm

Smile Sheets

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Ib

Icebreakers

32

El

Elearning

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Ar

Augmented
Reality

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Rp

Role Play

42

Ga

Games

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Dt

Data



THE INTERACTIVE ELEMENTS

- Introducing interactive elements from social media into a learning experience is a way you can prime learners in advance for a course. You can also use these elements to keep the learning experience going.
- Using these interactive elements requires a degree of daring and trust, because there can be a disconnect between you and the learners.
- When you introduce interactive elements into a learning strategy, you're all but guaranteeing that learning will be more than just a one-way experience.

(from the book "What's Your Formula: Combine Learning Elements for Impactful Training" by Brian Washburn)

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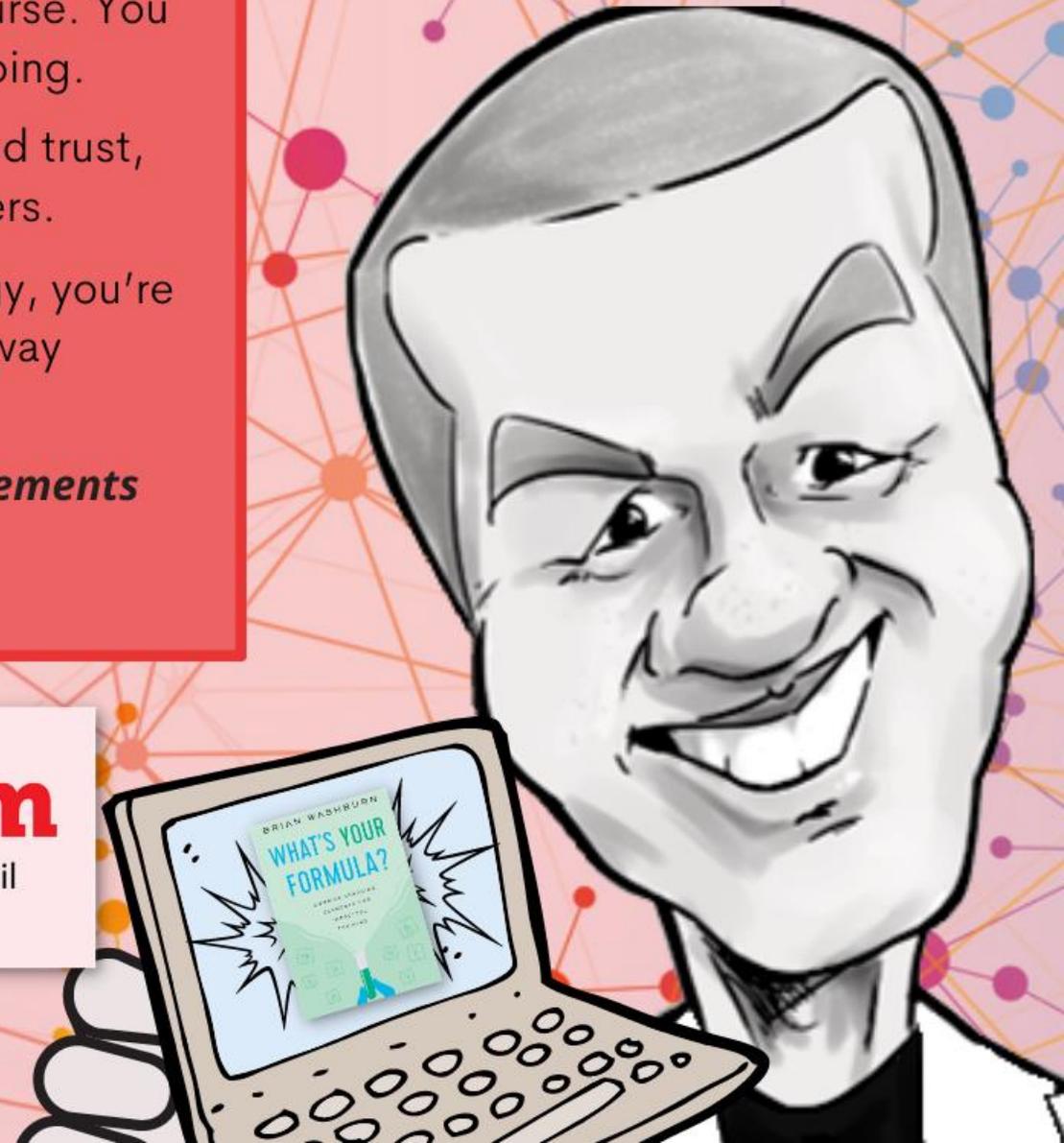
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Website

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Slideshare



Small Group Challenge: Fraud Awareness for Frontline Banking Staff

In small groups, examine the lesson plan that's been given to you.



Your Assignment:

1. Identify which elements are present, and
2. Which other elements would you add (or swap out) for your own situation?

Individual Challenge: Build-a-Training Workshop

Individually, think about a topic you either currently train on OR a topic you need to create a training for because you have a session coming up.

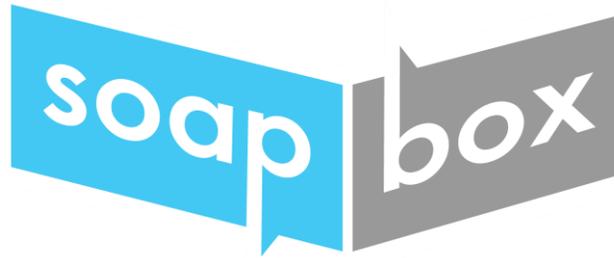


Your 10-minute Individual Assignment:

1. Use the lesson plan format
2. Outline your session, being specific about which elements you'd use



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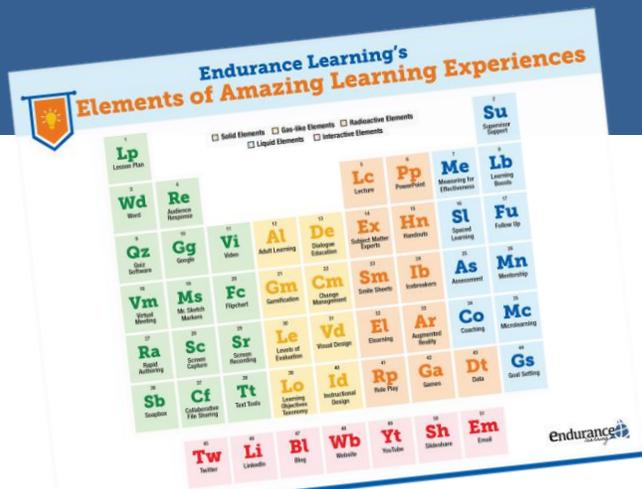


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