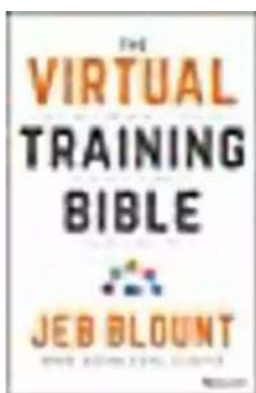


The Art of Conducting Powerful Virtual Training That Engages Learners And Makes

In today's rapidly changing world, virtual training has become an essential tool for organizations to effectively educate their learners. With the advancements in technology and the increasing demand for remote learning, conducting virtual training has become a prevalent method to engage learners and make a lasting impact. This article explores the art of conducting powerful virtual training and provides valuable insights for trainers and educators.

Virtual training offers many benefits, such as flexibility and cost-effectiveness, but it also presents unique challenges. To ensure successful virtual training sessions, trainers need to employ effective strategies that engage learners and enhance learning outcomes. Let's delve into some key techniques that can help trainers conduct powerful virtual training sessions:

1. Understand Your Audience: Before designing your virtual training, it's crucial to understand your audience's needs, preferences, and learning styles. Conduct surveys or interviews to gather information about their expectations and tailor your training materials accordingly. This personalized approach will help create a meaningful learning experience.



Virtual Training: The Art of Conducting Powerful Virtual Training that Engages Learners and Makes Knowledge Stick (Jeb Blount)

by Jeb Blount(1st Edition, Kindle Edition)

★★★★☆ 4.6 out of 5

Language : English

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Text-to-Speech : Enabled

Screen Reader : Supported
Enhanced typesetting : Enabled
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Print length : 234 pages
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2. Interactive Content: Virtual training should encourage learner participation and interaction. Utilize various multimedia elements, such as videos, audios, and graphics, to make your content engaging and visually appealing. Incorporate interactive activities, quizzes, or polls to actively involve learners and enhance their understanding.

3. Real-time Collaboration: Provide opportunities for learners to collaborate with each other. Use collaborative tools like virtual whiteboards, breakout rooms, or chat forums to foster communication and teamwork. Working together on group assignments or problem-solving activities promotes active learning and creates a sense of community.

4. Engaging Facilitation: A skilled facilitator plays a crucial role in conducting powerful virtual training sessions. The facilitator must possess excellent communication skills, encourage active participation, and maintain a positive and inclusive learning environment. Effective facilitation involves asking questions, providing constructive feedback, and addressing learners' concerns promptly.

5. Gamification: Incorporating gamified elements into your virtual training can significantly enhance learner engagement. Gamification elements, such as points, badges, leaderboards, and rewards, make the learning experience fun

and motivate learners to actively participate and complete training modules. It also promotes healthy competition among learners.

6. Breaks and Microlearning: Avoid long stretches of content in your virtual training sessions. Instead, break the content into shorter modules and provide regular breaks. This approach helps prevent information overload and allows learners to process and retain information effectively. Incorporating microlearning techniques, such as short videos or quizzes, can also help reinforce key concepts.

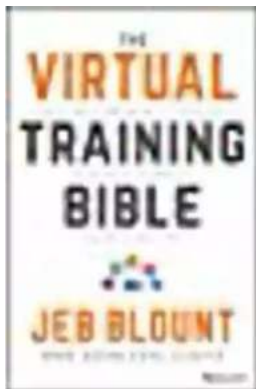
7. Assessment and Feedback: Regularly assess learners' progress and provide timely feedback. Conduct quizzes, assignments, or assessments to evaluate learners' understanding. Feedback should be constructive, specific, and encourage growth. Utilize tools like online surveys or discussion forums to gather learners' feedback on the training experience, enabling continuous improvement.

8. Continuous Learning Opportunities: Virtual training should not be limited to the scheduled sessions. Provide learners with additional resources and opportunities for continuous learning. Share relevant articles, case studies, or webinars that expand on the training content. Encourage learners to join online communities or forums where they can exchange knowledge and discuss related topics.

9. Embrace Technology: Make the most out of the available technological tools and platforms for virtual training. Familiarize yourself with features and functionalities that enhance learner engagement, such as screen sharing, interactive whiteboards, or virtual reality. Stay updated with the latest trends and advancements in virtual training technology to deliver an immersive learning experience.

10. Evaluate and Improve: Regularly evaluate the effectiveness of your virtual training programs. Analyze learner feedback, performance data, and training outcomes to identify areas for improvement. Use this feedback loop to refine your training materials, delivery strategies, and facilitation techniques, ensuring continuous improvement.

, conducting powerful virtual training requires a thoughtful approach that goes beyond the traditional classroom setting. By understanding your audience, utilizing interactive content, fostering real-time collaboration, engaging facilitation, incorporating gamification, providing breaks and microlearning, offering assessment and feedback, creating continuous learning opportunities, embracing technology, and evaluating and improving, you can create virtual training experiences that truly engage learners and make a lasting impact.



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Remote learning has been around since the 18th century. Caleb Phillips began advertising correspondence courses in the Boston Gazette in 1728 allowing people, for the first time, to learn new skills no matter where they lived.

For the past 300 years, virtual training, in its various formats, has been meandering into shore on an inevitable yet slow building tide. And then, just like that, everything changed. A global pandemic. Social distancing. Working from home. In an instant, the tide became a tsunami.

The global pandemic accelerated the broad adoption of virtual instructor led training along with awareness that classroom-based training is often expensive, inefficient, and fails to deliver a fair return on investment. While it is certainly more challenging to re-create the collaborative environment of the physical classroom in a virtual setting, virtual training combines the structure, accountability, and social learning benefits of classroom training with speed, agility, and significant cost savings.

Simply put, virtual training enables organizations to rapidly upskill more people, while generating a far higher return on the training investment. Virtual training is also green. Studies indicate that virtual training consumes nearly 90% less energy and produces 85% fewer CO2 emissions than classroom training.

Still, the biggest challenge with virtual training, and the reason there has been so much resistance to it, is historically the experience has been excruciating. Not the quality of the curriculum or content. Not the talent of the trainer. The learning experience. There are few people who haven't had the pleasure of sitting through agonizing virtual training sessions. Death by voice over PowerPoint, delivered by a disengaged instructor, has an especially bitter flavor.

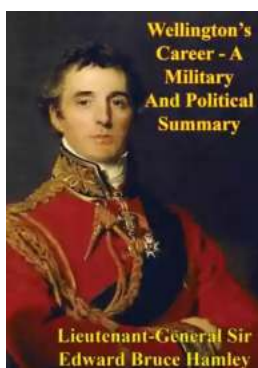
It is the way virtual training is delivered that matters most. When the virtual learning experience is emotionally positive:

- Participants are more engaged, embrace new competencies, and knowledge sticks
- Participants are more likely to show up to class and be open to future virtual training
- Trainers enjoy their work and gain fulfillment from making an impact
- Leaders book more virtual training
- Organizations more readily blend and integrate virtual training into learning & development initiatives

This is exactly what this book is about. Virtual Training is the definitive guide to delivering virtual training that engages learners and makes new skills and behavioral changes stick. Jeb Blount, one of the most celebrated trainers and authors of our generation, walks you step-by-step through the seven elements of effective, engaging virtual learning experiences.

- Trainer Mindset & Emotional Discipline
- Production & Technology
- Media & Visuals
- Virtual Curriculum & Instructional Design
- Planning & Preparation
- Virtual Communication Skills
- Dynamic & Interactive Training Delivery

As you dive into these powerful insights, and with each new chapter, you'll gain greater and greater confidence in your ability to effectively deliver training in a virtual classroom. Once you master virtual training delivery and experience the power of remote learning, you may never want to go back to the physical classroom again.



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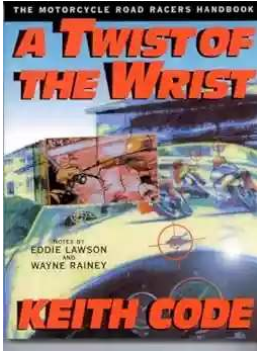
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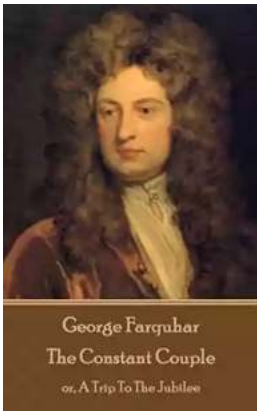
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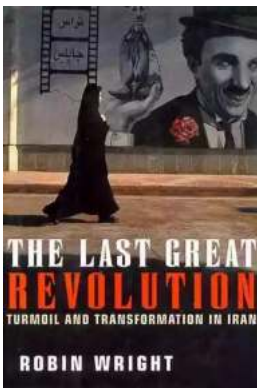
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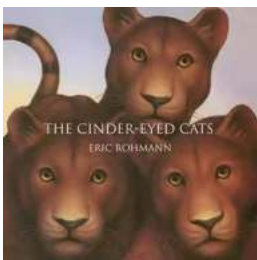
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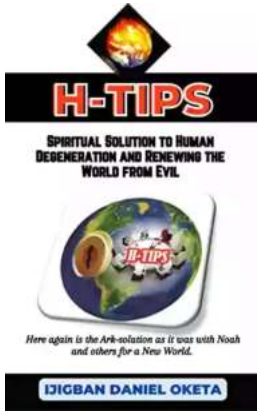
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