



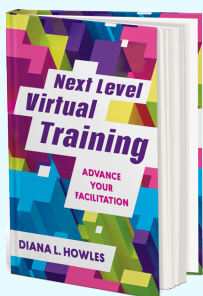
# 5 Strategies for Implementing Successful Hybrid Training

How will you meet the challenges of Live Mixed Learning to ensure it's impactful and meaningful?

## Diana L. Howles Virtual Training Expert

*"Now that virtual training has become mainstream, Diana Howles has created a masterful step-by-step guide."*

- D. Christopher  
World Bank Group Global Partnership



*"Diana's Virtual Trainer Capability Model is a must, and the 101 Pro Tips are what you would expect from this virtual learning pro!"*

- Jack J. Phillips, PhD  
ROI Institute

*"This guide is filled with tips and strategies to increase your mastery and confidence!"*

- Dr. Britt Andreatta  
Author of *Wired to Grow: Harness the Power of Brain Science to Learn and Master Any Skill*

Hybrid learning--the live mix of virtual and in-person participants and facilitator(s)--is becoming the norm in many organizations. Training programs that accommodate workers regardless of whether they're on-site or online on a given day are needed. Yet the multiple challenges of live mixed learning are real. This altogether unique venue which requires a fresh approach.

## 5 Strategies

1. **Superb Audio Tech:** One key to success is investing your budget resources in excellent audio conferencing. Clear, good quality audio for all attendees in this combined format of both online and on-site learners is even more important than good video.
2. **Co-Facilitator & IT Partnerships:** Facilitating live mixed learning is a complex, advanced skill. Reach out to IT for live in-class support and/or partner with a co-facilitator so both can serve as anchors in each venue (one in-person facilitator and the other online).
3. **Strategic Space Design:** How a physical space is arranged can communicate norms, and either hinder or set the stage for conversation. Create an inclusive, physical setup and thoughtfully place virtual screens in the room so all "have a seat at the table."
4. **Dual Camera Access:** We've all heard the phrase "out of sight, out of mind." To keep all participants both present & memorable, ensure there is a camera for virtual participants to view in-person attendees, and in-person learners to view online participants.
5. **Equitable Learning Activities:** Design learning so everyone has equal access to learning activities regardless of their connection venue. Leverage shared technology and collaboration tools.

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