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MORE THAN
BLENDED LEARNING

morethanblended.com/copenhagen-2016/

Act 1

The skills journey

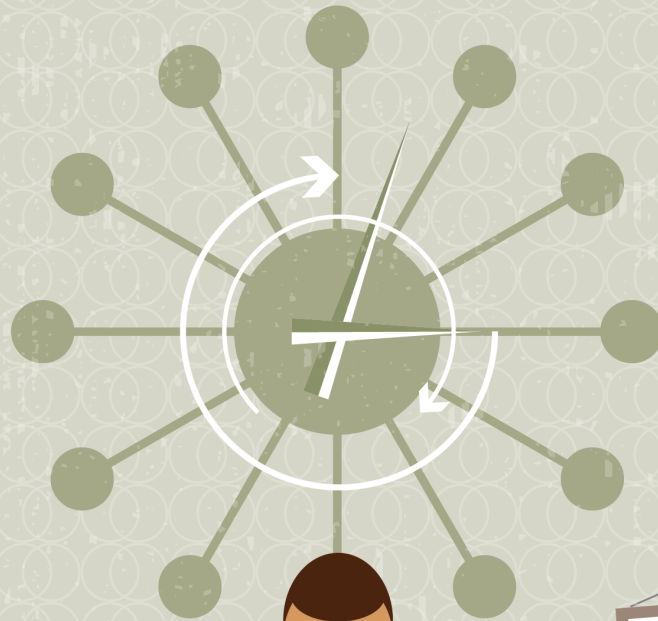


HONG KONG



BACK

AT HOME













Edith PIAF

Non, je ne regrette rien

Preparation

Input

Application

Follow-up

The skills journey



Preparation

Discussion with dance teacher
Reviewing information about the course
Background reading

Input

Group classes, mainly practical
Videos to watch independently

Application

Lots of practice at home

Follow-up

Individual coaching
Dancing for fun and competitively
Sharing experiences with other dancers.

← repeats

Courses

Resources

The skills journey



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Unconscious incompetence

Conscious incompetence

Conscious competence

Unconscious competence



How could
PIAF apply to
one of your
interventions?

The skills journey



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Blending by social context ...



Blending by social context

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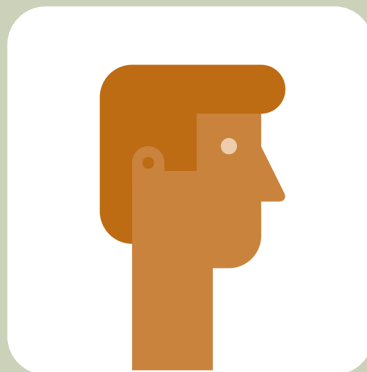
Lots of practice at home

Follow-up

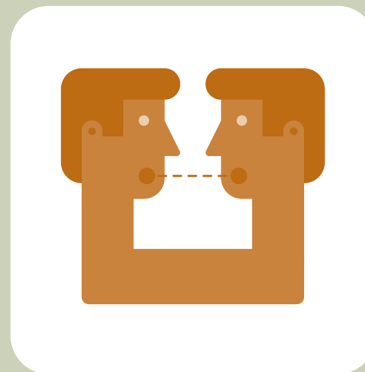
Individual coaching

Dancing for fun and competitively

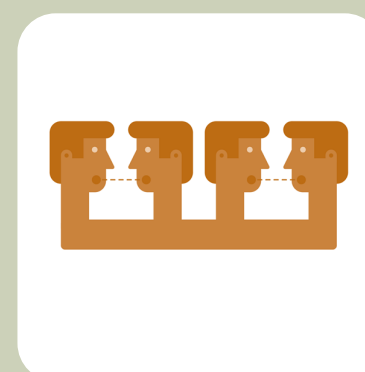
Sharing experiences with other dancers



Individual



One-to-one



Group



Community

The skills journey



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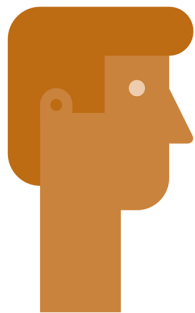
Lots of practice at home

Follow-up

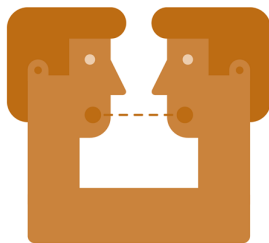
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Dancing for fun and competitively

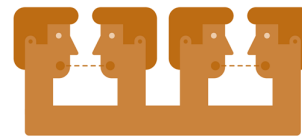
Sharing experiences with other dancers



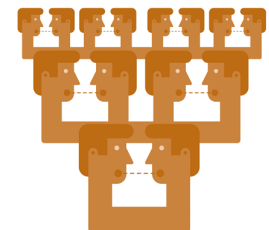
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One-to-one



Group



Community

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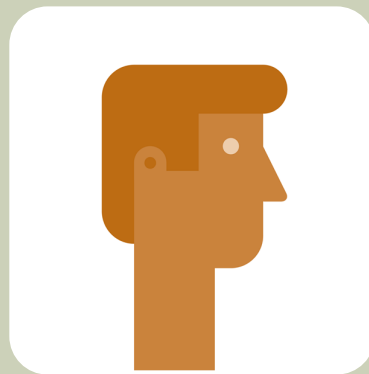
Lots of practice at home

Follow-up

Individual coaching

Dancing for fun and competitively

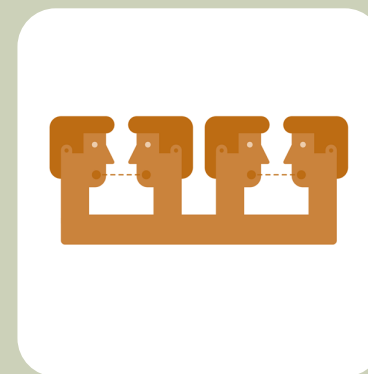
Sharing experiences with other dancers



Individual



One-to-one



Group



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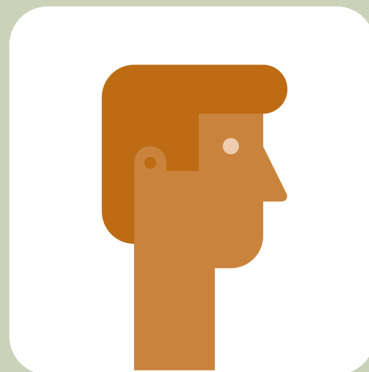
Lots of practice at home

Follow-up

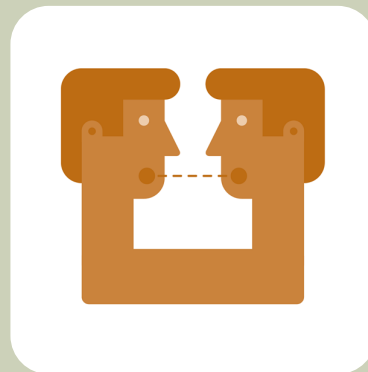
Individual coaching

Dancing for fun and competitively

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Individual



One-to-one



Group



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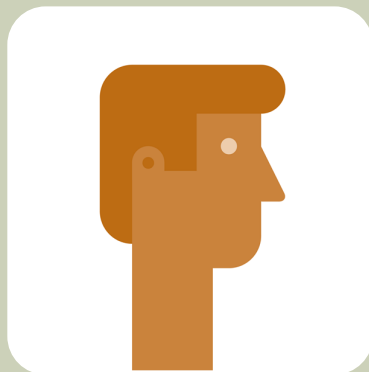
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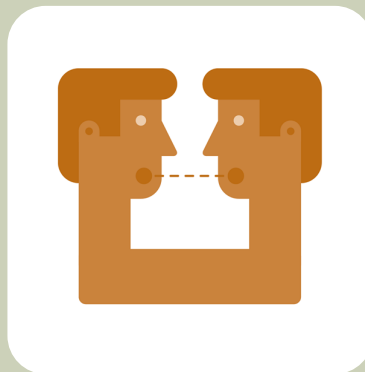
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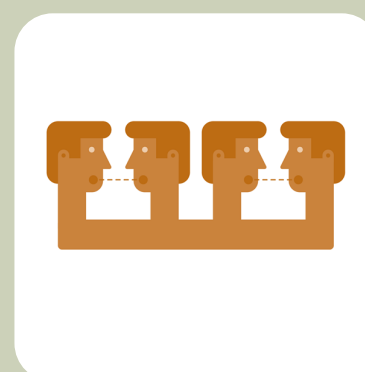
Sharing experiences with other dancers



Individual



One-to-one



Group



Community



What are the
pros and cons
of each social
context?

The skills journey



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Blending by learning strategy...



Blending by learning strategy

The skills journey



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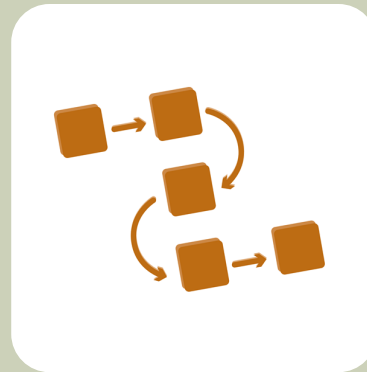
Individual coaching

Dancing for fun and competitively

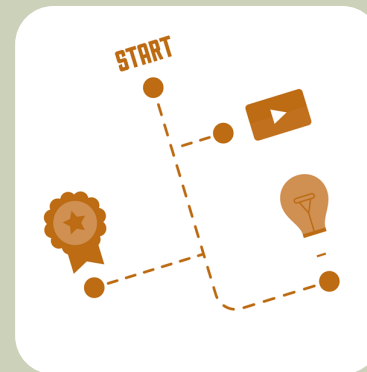
Sharing experiences with other dancers



Exposition



Instruction



Guided
discovery



Exploration

The skills journey



Preparation

Discussion with dance teacher

Reviewing information about the course

Background reading

Input

Group classes, mainly practical

Videos to watch independently

Application

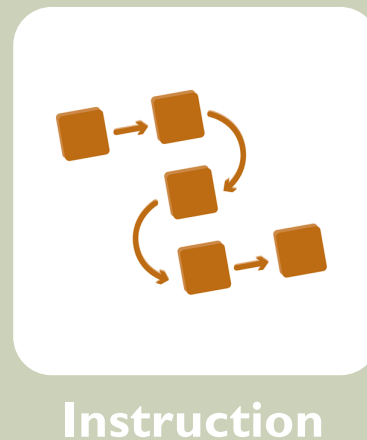
Lots of practice at home

Follow-up

Individual coaching

Dancing for fun and competitively

Sharing experiences with other dancers



The skills journey



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Follow-up

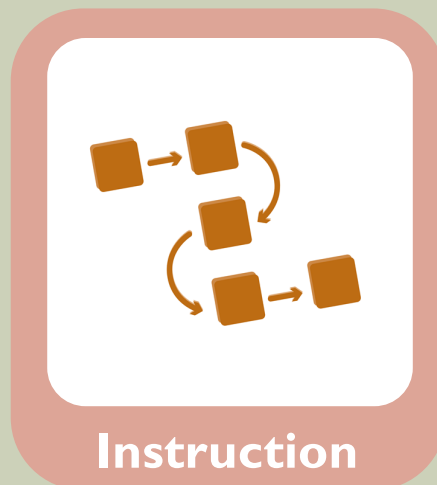
Individual coaching

Dancing for fun and competitively

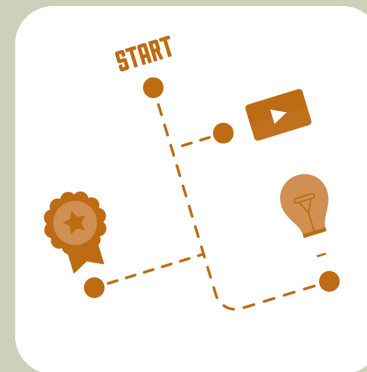
Sharing experiences with other couples from the course



Exposition



Instruction



Guided
discovery



Exploration

The skills journey



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Discussion with dance teacher

Reviewing information about the course

Background reading

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Group classes, mainly practical

Videos to watch independently

Application

Lots of practice at home

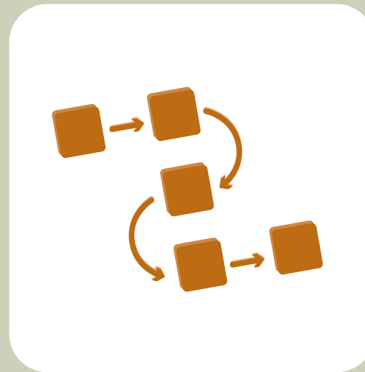
Follow-up

Individual coaching
Dancing for fun and competitively

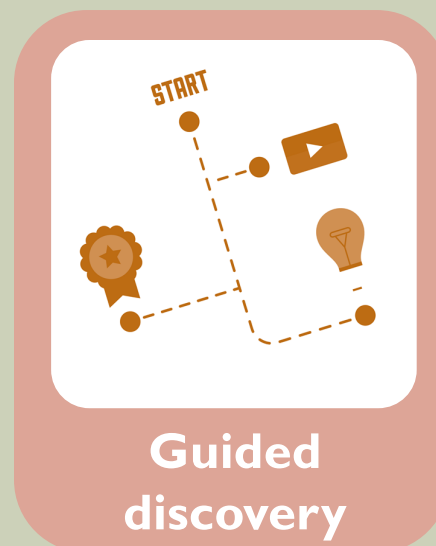
Sharing experiences with other dancers



Exposition



Instruction



Guided discovery



Exploration

The skills journey



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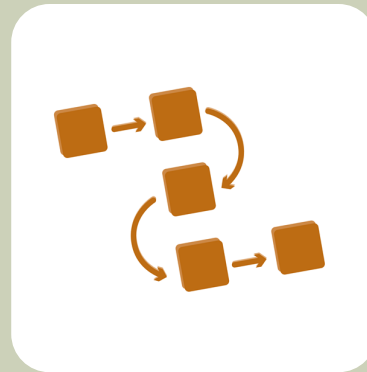
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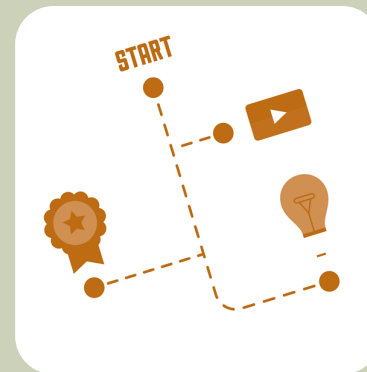
Sharing experiences with other dancers



Exposition



Instruction



Guided
discovery



Exploration



The corporate version



Preparation

Joining instructions

Input

Two-day dance workshop (1.5 days of theory, then one practice session per pair while others observe and provide feedback)

Application

Up to the learner

Follow-up

Printed handouts for reference.

Unconscious
incompetence

Conscious incompetence



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Act 2

The ideas adventure



The ideas adventure



The need – as articulated by the CEO

We need middle managers who are capable of delivering results in a fast-moving business environment. They need to achieve this through cohesive teams composed of motivated, high-performing direct reports.

Analysing the situation using the three L's ...

The ideas adventure



Learning

Insights into the dynamics of effective leadership

Increased awareness of own leadership abilities

Skills in interacting with individuals and groups in a wide variety of leadership situations

Confidence to apply new leadership thinking to their work

Learners

Middle managers with 1-20 years of experience

Responsible for teams of up to 10 direct reports

Highly-variable leadership awareness and ability

A minority will have had leadership training before

Variable levels of motivation both for the training and for the job

Logistics

150 managers distributed across a single territory

Aim to complete the formal element of the programme in 24 months

Senior management commitment to the programme includes 'as much time and money as is necessary to do the job properly'.



The ideas adventure



Preparation

Methods

Media

360 degree survey

Goal setting with own manager

Some background reading

Making contact with the cohort

Online

However practical

Print or e-book according to preference

Online through the learning management system (LMS).

Blending by delivery channel ...



Blending by delivery channel

The ideas adventure



Preparation

Methods

Media

360 degree survey

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Some background reading

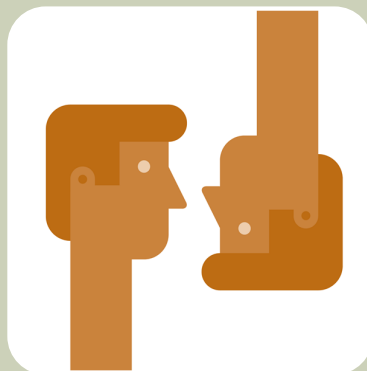
Making contact with the cohort

Online

However practical

Print or e-book according to preference

Online through the learning management system (LMS)



Face-to-face



Offline



Online

The ideas adventure



Preparation

Methods

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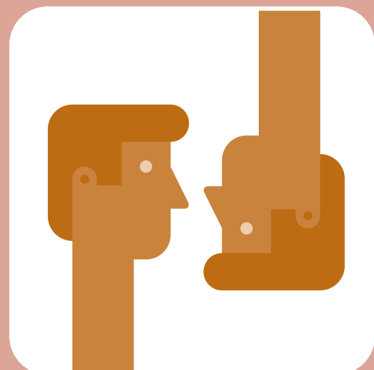
Making contact with the cohort

Online

However practical

Print or e-book according to preference

Online through the learning management system (LMS)



Face-to-face



Offline



Online

The ideas adventure



Preparation

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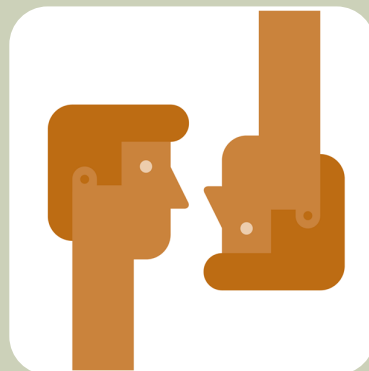
Making contact with the cohort

Online

However practical

Print or e-book according to preference

Online through the learning management system (LMS)



Face-to-face



Offline



Online

The ideas adventure



Preparation

Methods

Media

360 degree survey

Goal setting with own manager

Some background reading

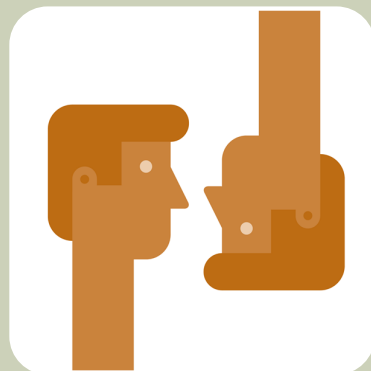
Making contact with the cohort (groups of 15)

Online

However practical

Print or e-book according to preference

Online through the learning management system (LMS)



Face-to-face



Offline



Online

The ideas adventure



Input

(loops with
Application)

Methods

Group activities, group
discussion

Individual reading / viewing

Interactive scenarios

Media

Face-to-face workshops

Online

Online.

The ideas adventure



Input

(loops with
Application)

Methods

Group activities, group
discussion

Individual reading / viewing

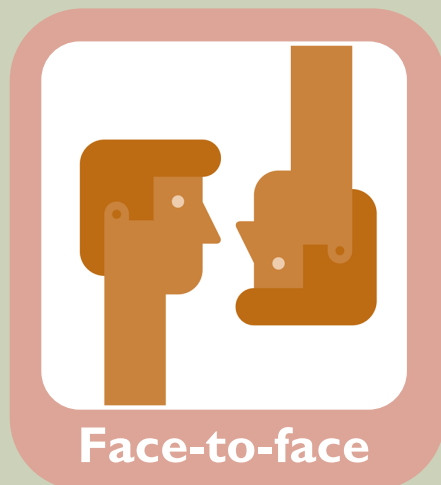
Interactive scenarios

Media

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Online

Online



The ideas adventure



Input

(loops with
Application)

Methods

Group activities, group
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Individual reading / viewing

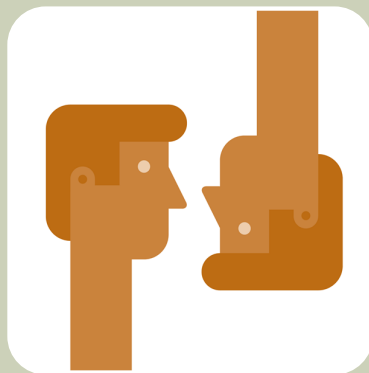
Interactive scenarios

Media

Face-to-face workshops

Online

Online



Face-to-face



Online



The ideas adventure



Input

(loops with
Application)

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Group activities, group
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Interactive scenarios

Media

Face-to-face workshops

Online

Online

Blending by communication mode ...



Blending by communication mode

The ideas adventure



Input

(loops with Application)

Methods

Group activities, group discussion

Individual reading / viewing

Interactive scenarios

Media

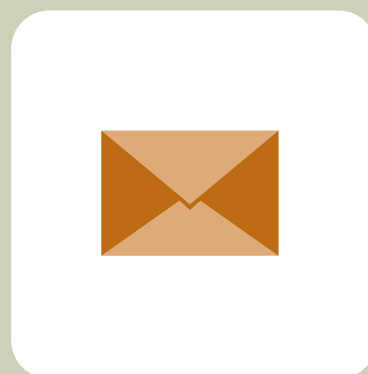
Face-to-face workshops

Online

Online



Same-time



Own-time

The ideas adventure



Input

(loops with
Application)

Methods

Group activities, group
discussion

Individual reading / viewing

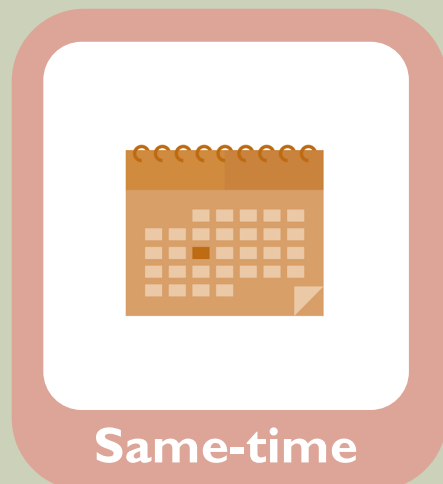
Interactive scenarios

Media

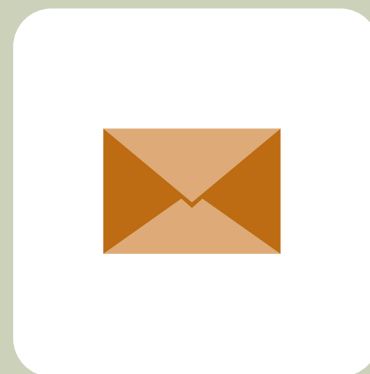
Face-to-face workshops

Online

Online



Same-time



Own-time

The ideas adventure



Input

(loops with Application)

Methods

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Individual reading / viewing

Interactive scenarios

Media

Face-to-face workshops

Online

Online



Same-time



Own-time

The ideas adventure



Application

(loops with
Input)

Methods

Individual and group
assignments

Review sessions

Individual reflection

Media

Submitted through LMS

Online – web conferencing

Blog on LMS.

The ideas adventure



Application

(loops with
Input)

Methods

Individual and group
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Individual reflection

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Same-time



Own-time

The ideas adventure



Application

(loops with Input)

Methods

Individual and group assignments

Review sessions

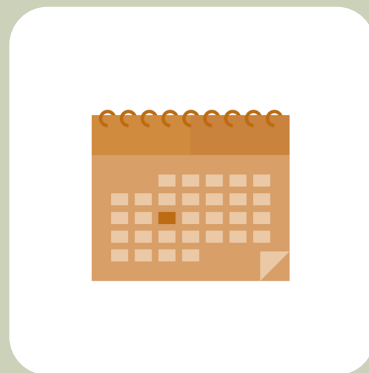
Individual reflection

Media

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Same-time



Own-time



The ideas adventure



Follow-up

Methods

Media

360 degree survey

Online

Review session(s) with own manager

However practical

Final assessment on basis of demonstrated competence

Submitted online.

Act 3

More than blended learning



More than blended learning



- More than a classroom sandwich
- More than one way to blend
- More than just courses
- More than a process for designing blends.

XBL

MORE THAN BLENDED LEARNING

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