Blended Learning Methodologies for Capacity Development

Webinar Series - Session 1

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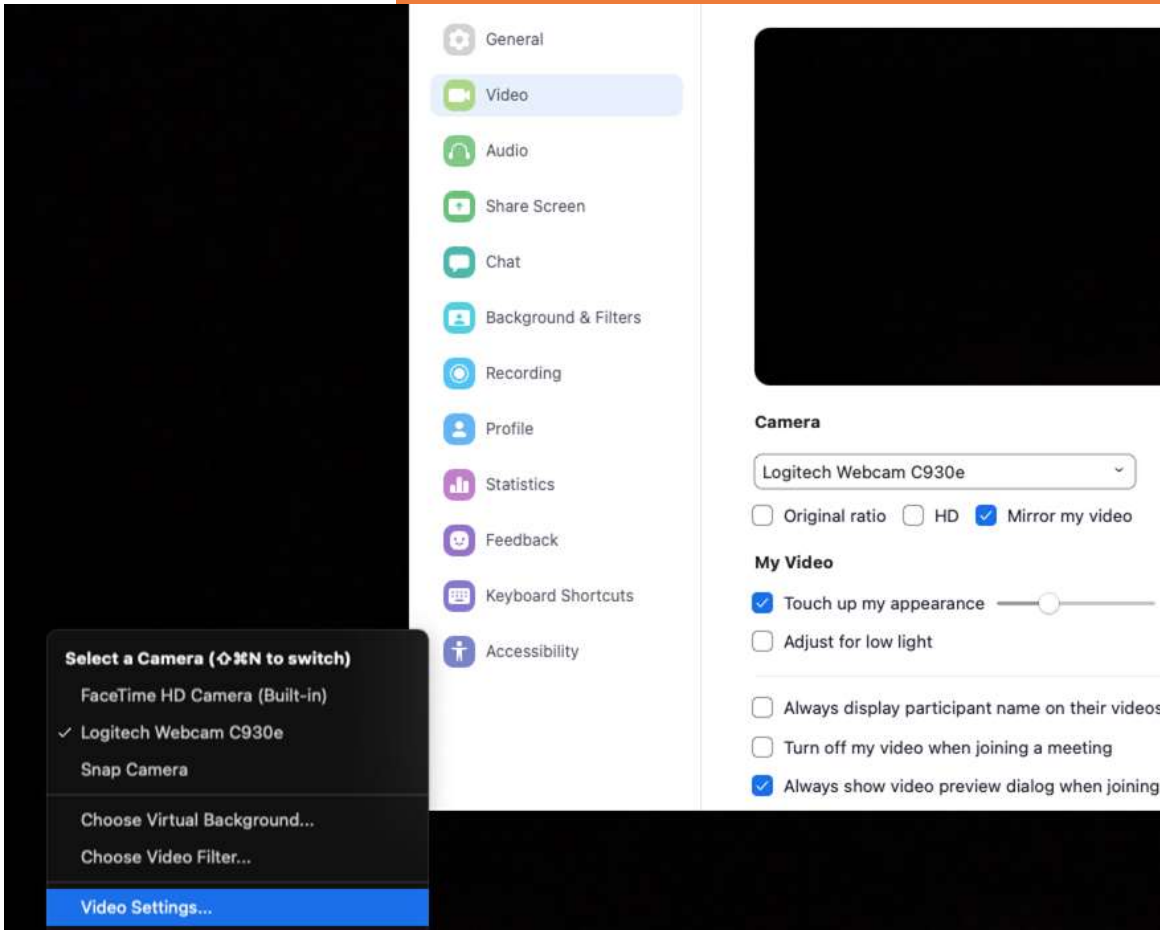
Low bandwidth?

- Turn off HD video (see below)
- Try switching off your video
- Recordings will be made available
- Ask the IT team at your office!



Introduction and objective of the Development Account (DA) eLearning Webinar Series

- Target audience: DA Project Officers and Focal Points
- Goal: Enhance capacity to implement and deliver 11th-14th tranche DA projects during and after the COVID-19 pandemic
- Time schedule: 60-90 minute webinars every other week
- Topics and feedback: A questionnaire has been circulated to identify the most relevant topics for the webinars. You can also channel feedback to us through DA Focal Points in your respective entities.

Your challenges?

In Mentimeter:

- What are your biggest challenges implementing online or blended learning?

  https://www.menti.com/zg4m29yts2

Agenda

- Market research
  - Learning at other organisations
  - Covid-19 impact (OECD)
  - Broader trends
- Recommendations
  - Guiding principles
  - Analysis & design
  - Content
  - Methodology
  - Technology
  - Capacity
- Case studies
- Questions

Learning at other organisations

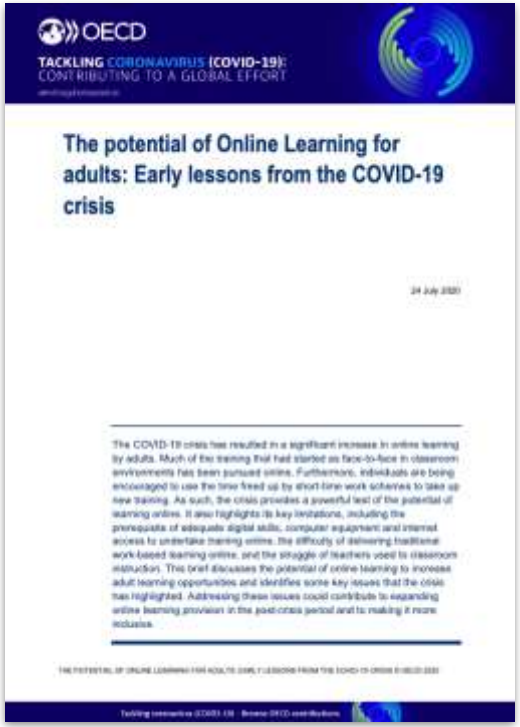
1. Use of integrated digital learning platforms
2. Use of digital learning to reach staff & partners and scale
3. Advances in data-driven Monitoring Evaluation & Learning (MEL)
4. A move towards lighter, more agile learning methodologies
5. An increased used of innovative approaches including virtual reality (VR) and gamification in learning

Opportunities:

- MoUs for content, technology and expertise sharing
- Piggy-backing on contractual arrangements with eLearning providers
- A virtual conference on sharing of best practices online
- Leveraging existing, well established learning platforms

Covid-19 impact (OECD report)

- Developing basic **digital skills** will be instrumental to the mainstreaming of online learning.
- **Motivating online learners** is key to retention
- Strengthening the **digital infrastructure** is a fundamental context factor for online learning to be a viable option
- **Training teachers to deliver online** courses effectively is important to raise the quality of online courses



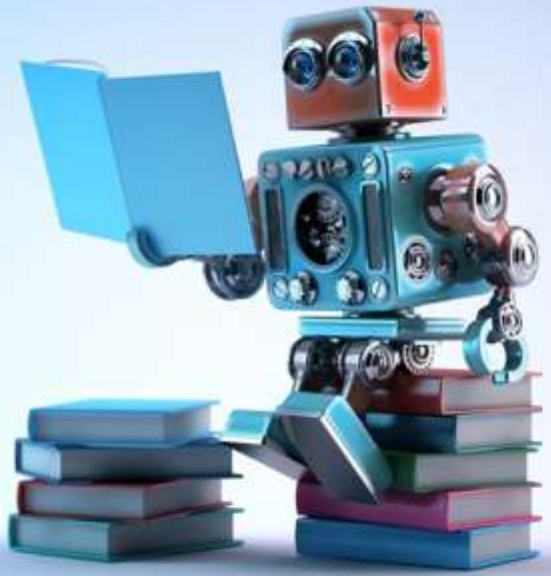
https://www.oecd.org/coronavirus/policy-responses/the-potential-of-online-learning-for-adults-early-lessons-from-the-covid-19-crisis-ee040002/

Broader Learning Trends

- Modular, personalised, continuous
- Micro-credentials

Will be covered in session 2

- AI-in-Ed, e.g. chatbots
- Immersive Learning (AR/VR)
- Game-based Learning



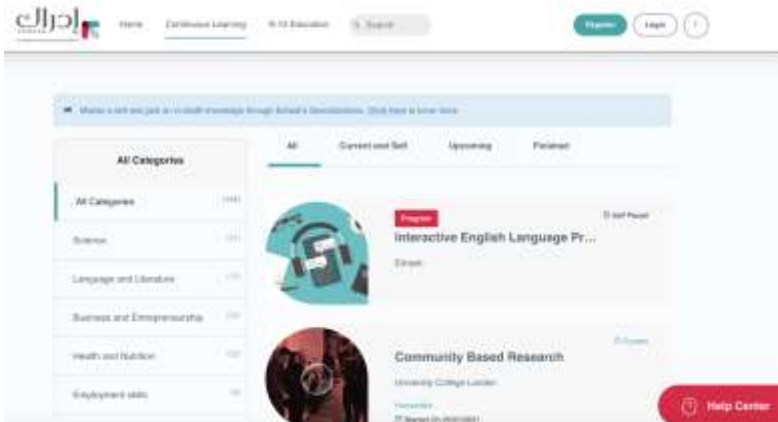
The choice so far

Human-connected face-to-face learning, that is experiential

Self-guided eLearning content

Modular, bite-size and continuous

Micro-credentials



Recommendations – Guiding Principles

https://digitalprinciples.org/principles/

Recommendations

- Analysis and Design
  a. ADDIE Model
  b. Design thinking
  c. Future and Foresight
- Content
  a. Aggregate and adapting existing resources
  b. Develop new content locally for key gaps in learning material and resources
  c. Modularisation and bite-size content
  d. Opportunities for sharing, rationalisation across entities and beyond
  e. Emerging areas
- Methodology
  a. Flexible and scalable learning models
  b. Use social online learning as a real alternative to face-to-face human exchange (particularly during Covid-19)
  c. Measuring Impact

Design thinking approach to learning design

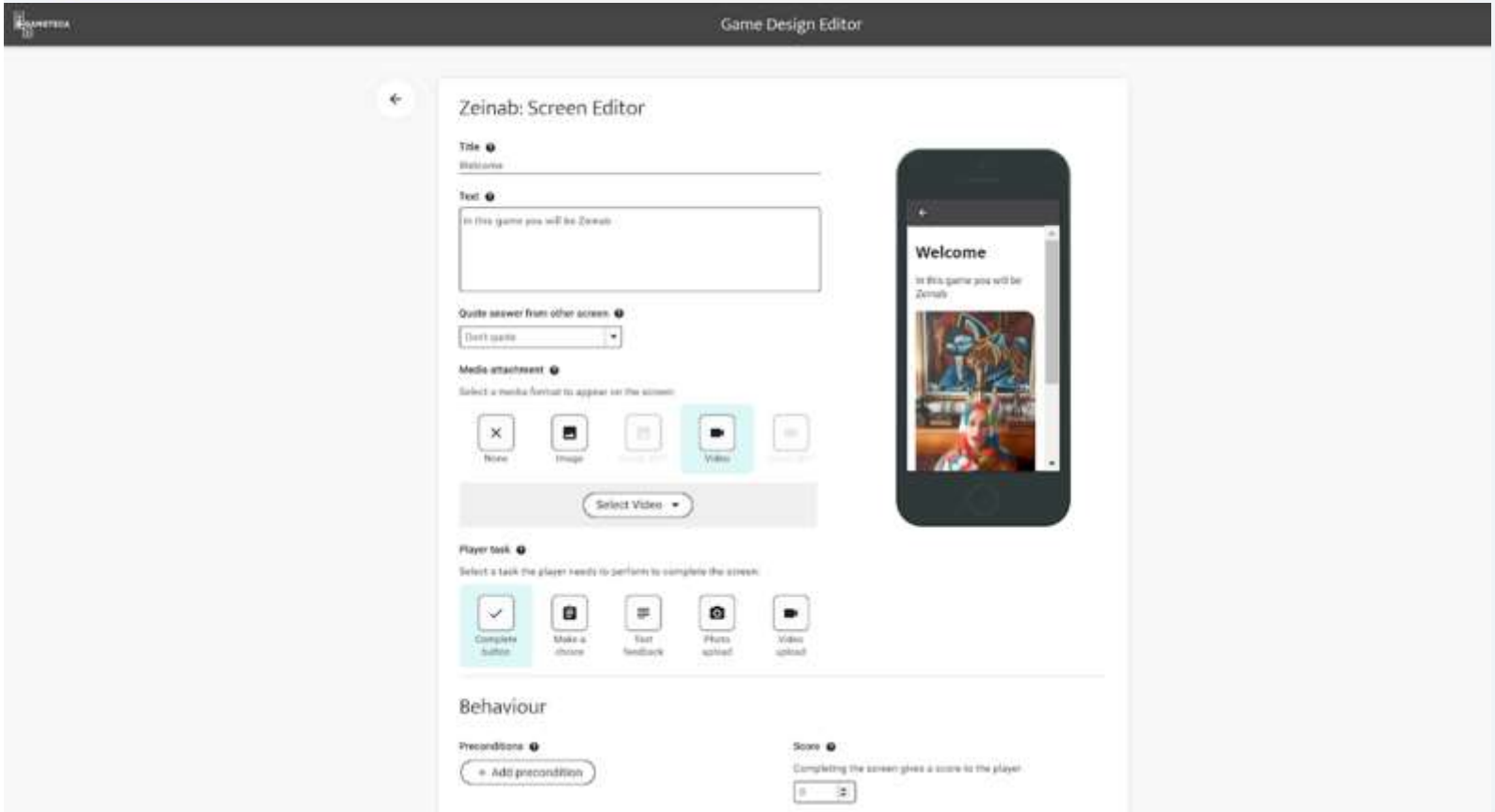
- Combine user-centred design with edtech to co-create innovative learning
- Scale successful innovations through digital platforms

Create spaces to **capture learning** through design thinking

Identify, test and incubate ed-tech and learning-tech solutions

Scale through
- Learning Platforms
- Other learning platforms
- Social media

NRC Learning Hackathon – Case Study



Recommendations

- Technology
  a. Learning Management Systems (LMS) or Online platforms
  b. Use existing platforms where possible
  c. Types of activities that can be made available on an online platform
  d. Low-bandwidth solutions
  e. Mobile and offline access
  f. Open Badges for credentialing
  g. Emerging technologies
- Capacity to Deliver
  a. Upskilling experts on training skills, particularly on online delivery
  b. Learning and development providers
  c. Provide dedicated, professional learning expertise as a resource

Examples of other learning platforms

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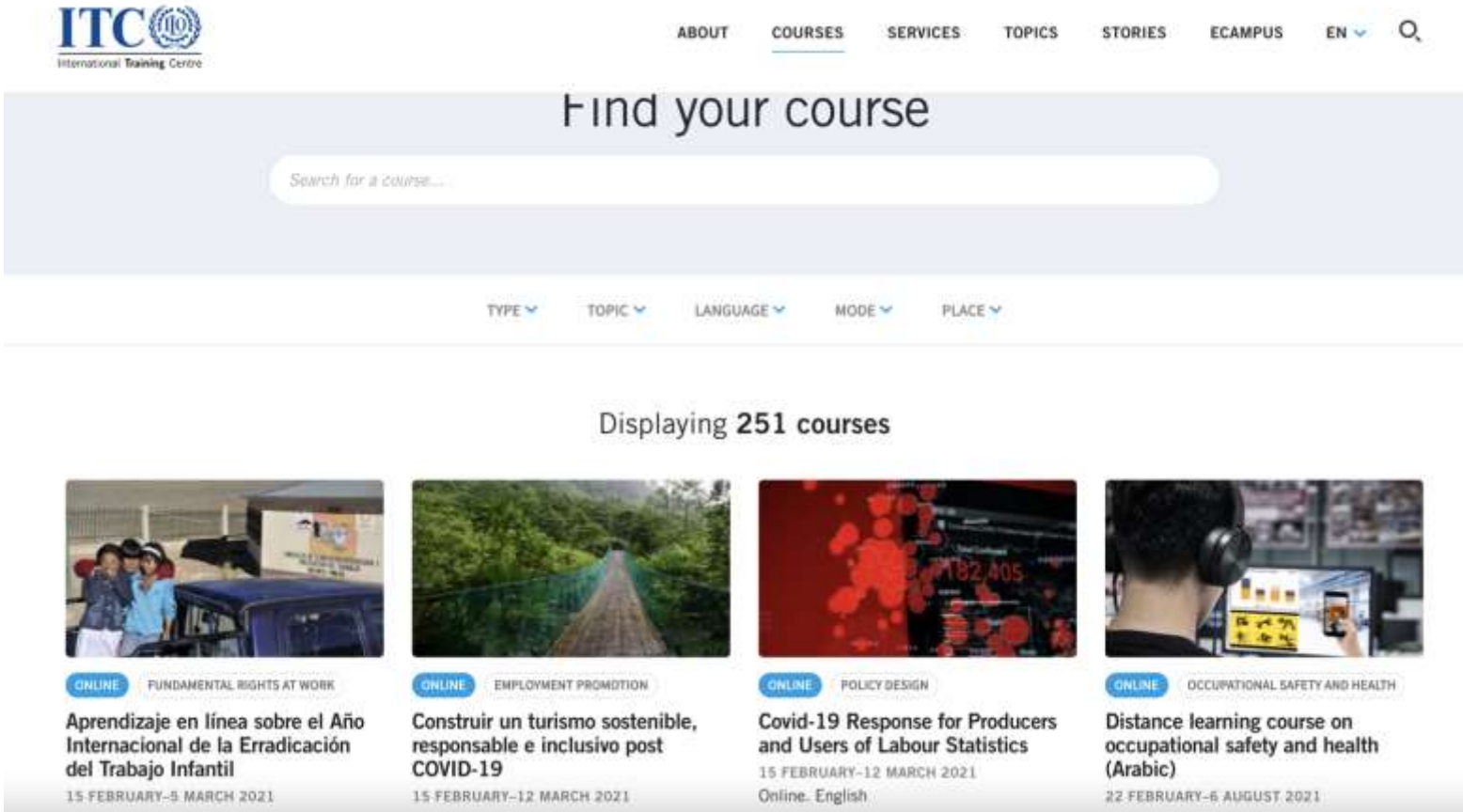

Scenarios

- Webinar series
  - Technical experts share best practices
  - Foster sharing and encourage networking
- Online blended programme
  - Creation of an online, blended version of a 5 day workshop
  - Understand the fundamentals of a technical area, e.g. trade
  - Include participatory exercises
- Simulation exercise
  - In addition to a blended programme, simulation or table-top exercises can be used to bring the training to life.
  - Be confronted with real life situations
  - Encourage teamwork, collaboration, working under stress

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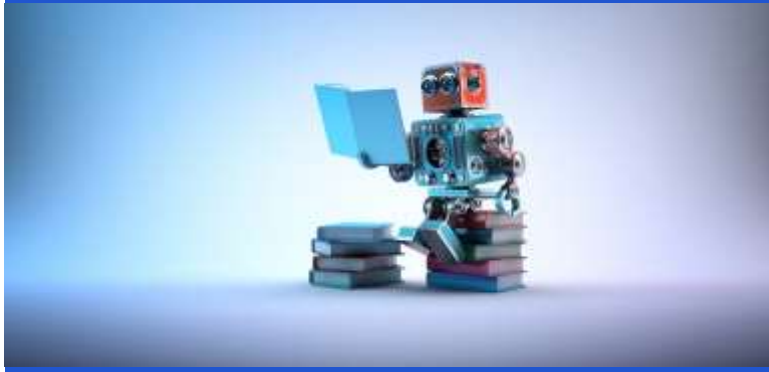
Case Study - Unpredictable Futures Leadership Programme

1-8 February 2021

What to expect

1. **Key trends** impacting the humanitarian sector, other fields including technology, new business, innovation and leadership models.
2. **Tools and frameworks** from futures & foresight futures and innovation that will help you reposition to these new realities.
3. **Establish meaningful connections** with thought-leaders and each other
4. **A capstone project** (with external feedback) addressing real organizational challenges.
5. Up to four hours of **external coaching**



Schedule

Part 1 - Live workshop sessions			Part 2 - Capstone project launch	Part 3 - Coaching Sessions
Monday (1 February)	**Wednesday (3 February)**	**Thursday (4 February)**	**Monday (8 February)**	
9.30-11am CET Session 1 Future trends & exponential thinking	9.30-11am CET Session 3 Humanitarian trends and future & foresight methods	9.30-11am CET Session 5 Future leadership models	9.30-11am CET Capstone Project Launch Session	Starting 1 March till mid-June. Briefing also provided on 8 February
11-11.30am CET Break	11-11.30am CET Break	11-11.30am CET Break		
11.30am-1pm CET Session 2 Creating an environment for innovation	11.30am-1pm CET Session 4 Adapting business models to new realities and use of virtual reality (VR)	11.30am-1pm CET Session 6 Rethinking humanitarianism		

Networking opportunities

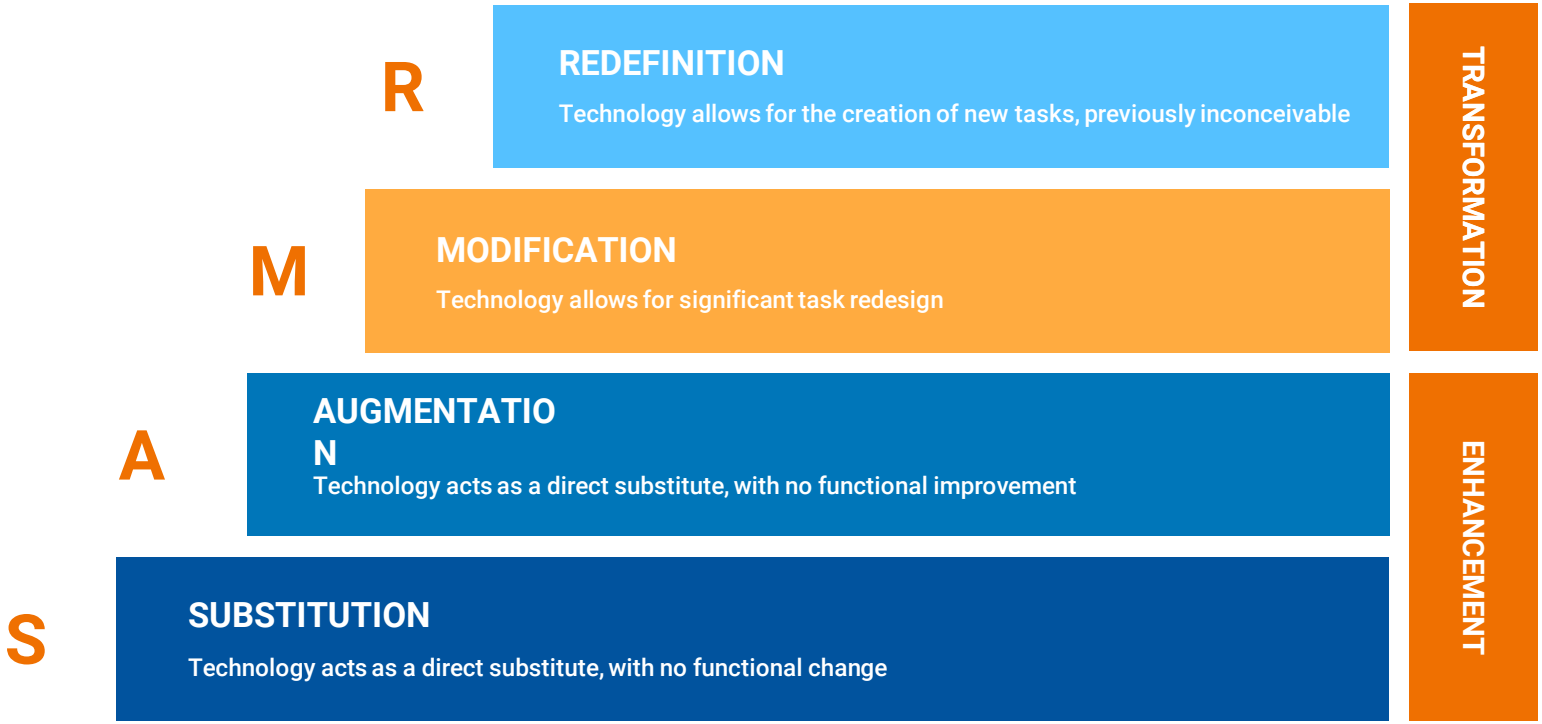
- Participant list
- LinkedIn Group

- Virtual coffee - sign up sheet
- Game play - sign up sheet

Use the Kaya learner resources

1. Links to resources, toolkits, videos, newsletters, etc
2. Links to interactive activities - games, VR, etc
3. Participants list, LinkedIn Group
4. Networking
5. Recordings
6. Evaluation

THE SAMR MODEL



Choosing the right technologies

Practical guide: Differentiate formats and technologies depending on the objective, complexity of the topic as well as skills and preferences of your audience

Formats	Key Considerations	Illustrative tools*	Other tools?
Virtual Facilitation	• In times of remote work the need for brainstorming, planning, decision making, alignment, voting, etc. remains • Practical implications: more interaction with virtual whiteboards, polls, etc. help to structure the meeting and ensure effectivity	MURAL, retrium, MS Teams, klaxon, miro, STORMZ	Jamboard
Virtual Communication	• Sharing information to different audiences as well as receiving feedback in a structured way becomes even more important • Practical implications: Video conferencing, group chat, virtual reality tools allow two way communication	Skype, zoom	Jitsi, Google Meet
Virtual Presentation & Meetings	• Meetings will continue to be an effective alignment instrument • Practical implications: Consider performing established meetings virtually and consider introducing new formats like stand-up and status updates with modern and agile tools, using Q&A features and whiteboard templates for interactive lessons learned and reflections	Conceptboard, workplace slack	
Virtual Project Management	• Sharing documents remains a challenge and key success factor in times of remote work • Practical implications: File sharing and collaborative report writing should become part of the DNA of every meeting	Teamwork, Confluence, Jira, Basecamp, Trello, asana, N	Excel, Google Sheets
Virtual Team Building	• Unbundled teams will continue to collaborate and need to build and keep their spirit • Practical implications: Install virtual coffee and networking dates and use gamification apps to foster a joint learning spirit	Kahoot!, TEAM MOOD, Dr. Clue, donut	Mentimeter
Virtual Events	• Although we all know the challenges of small virtual meetings, the need for conference formats will increase over time • Practical implications: Start now to choose technologies for virtual conferences, exhibitions, congresses, etc.	Meetyoo, HEXAFAIR, ENGAGE, VIRTUALIST	
Virtual Reality Formats	• Remote work has the potential to become a catalyst for virtual reality based formats • Practical implications: Avatars make collaboration more tangible in the remote office and team-building activities might become more real	Rumii, horizon, Arthur, vr on, MeetinVR, we are	Spatial.io

Source: Deloitte

Next Steps

- Upcoming webinars (multiple time zones)
  - Innovative approaches including virtual reality, gamification in learning, etc.
  - Case studies from other entities implementing online learning
- Focus sessions

THANK YOU !

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