

# 3 HYBRID LEARNING — CHALLENGES AND SOLUTIONS —

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

As organizations [move to fully remote or hybrid work models](#), many leaders have realized **company culture** and **learner engagement** must be optimized for a dispersed work environment.

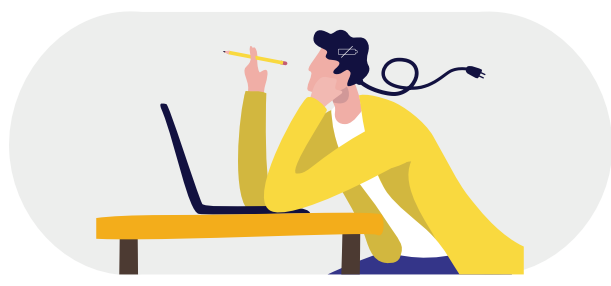


Here are **three** challenges facing L&D leaders in a hybrid learning environment — and ways they can rise to meet these challenges.

## 1 LEARNING IS SOCIAL

### CHALLENGE

Dispersed learners feel isolated and disengaged.



In a hybrid setting, those working from home might feel **disconnected from the social aspects of the workplace** enjoyed by their in-person co-workers.

### SOLUTION

Facilitate [social learning experiences](#) that connect all learners.



Learning leaders can leverage the use of **collaboration platforms** to improve learner engagement and connection.

Features like chat functions and the ability to share and rate content helps **facilitate real engagement and connection** among learners.



## 2 NEW FACILITATION SKILLS FOR A NEW BUSINESS WORLD

### CHALLENGE

The [facilitation skills](#) that served instructors well in the traditional classroom are insufficient in a hybrid setting.



Hybrid learning requires different techniques to **engage both virtual and in-person learners**.

### SOLUTION

Instructors must ensure the learning environment is optimal for all learners.



**Cameras and audio** must be properly set up to ensure remote learners can feel like a part of the classroom experience.

Utilizing **live polling and chat features** can generate ongoing conversation to connect learners.



## 3 REVAMP OLD CONTENT

### CHALLENGE

The same old training material is no longer connecting with learners.



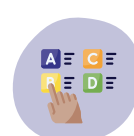
Creating and delivering **engaging presentations** for hybrid learning requires more than converting in-person training to a PowerPoint presentation.

### SOLUTION

The messaging doesn't need to change, but learning leaders must [rethink how to deliver information](#) to dispersed learners.



Videos



Quizzes



Roleplays



Interactive discussions

**Optimizing the use of technology and tools** can create more engagement in a hybrid environment.

Hybrid learning can help bridge the gap between dispersed learners. Use the tips above to **engage and connect learners** across your organization, regardless of where they're located.



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