

# Classroom Training and E-learning- Why Blending them is the Right Choice?



Classroom training and eLearning each have their own strengths and limitations.



**Classroom Training**



**E-learning**

## Characteristics

Availability of subject matter experts and coaches to adapt to participant needs and questions

Live group interaction, collaboration, demonstration, role-modeling, and mentoring possible

Greater capacity for hands-on experiences with physical devices and equipment

Addresses topics and issues that are outside of the packaged course material

Face-to-face sharing of experiences and social interaction

Dedicated time in a controlled environment, away from other work demands

Closer simulation of actual work performance, particularly people-based interactions

Building personal relationships, networking, and breaking down silos

Easy to modify and adapt instructional strategies (activities and interactions)

Self-directed, learners can proceed at their own pace

Convenient and flexible, available on demand (24x7x365) even in remote locations

Scalable - simultaneous, audience and/or enterprise-wide rollouts possible

High individual learning accountability

Consistency in the format and delivery of content

Easy to update and disseminate content

Reduced time away from work and cost of logistics

Easy-to-manage administration and analytics

Ideal for a multi-cultural and multi-lingual context

## Why Blend?

Considering that both classroom training and e-learning have their strengths and limitations, what would be a better strategy than blending these two modes of delivery?

Yes! This is exactly what blended learning is all about. Here are the various ways you can incorporate blended learning in your organization:



Prepare your eLearners **before classroom training** using eLearning courses to kindle their desire to learn more.



Assess your employees **after classroom training** using online assessments to reinforce what has been learned.



Add more depth to your classroom training by incorporating **Microlearning** nuggets **during sessions**.