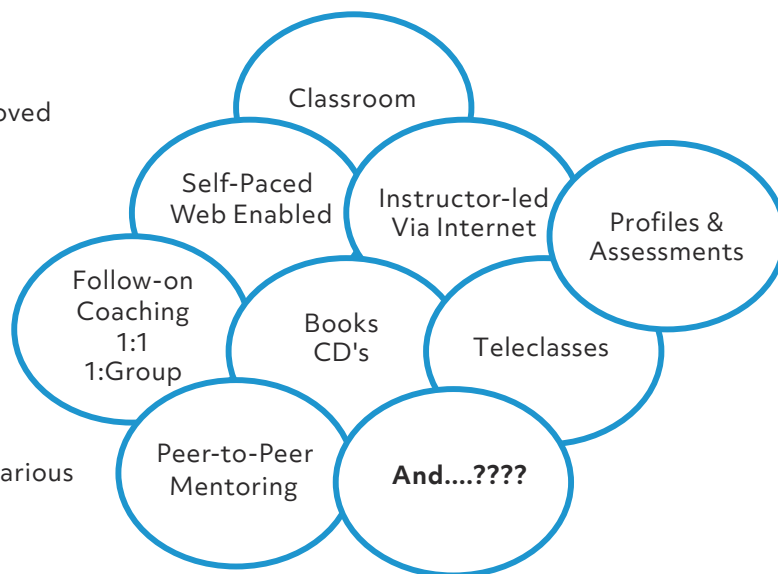# Blended Learning Insights

To optimize learning consider more than combining traditional classroom training and the technology of the Internet. Blend these techniques and more to:

- Maximize learning
- Facilitate a continual learning process & improved performance
- Reach a worldwide audience
- Provide just-in-time education
- Provide shorter class times
- Be cost effective & more convenient
- Create a Learning Management System with self-paced components
- Enhance instructor's value to a class
- Phase the learning with multiple stages with various techniques
- Provide consistency of learning points
- "Catch up" your new hires quickly
- Compliment your classroom trainers with online reinforcements

Classroom

Self-Paced Web Enabled

Instructor-led Via Internet

Profiles & Assessments

Follow-on Coaching 1:1 1:Group

Books CD's

Teleclasses

Peer-to-Peer Mentoring

And....????

Dr. Michael Allen offered these thoughts on blended learning in a Learning Circuits newsletter:

"You can't, unfortunately, evaluate e-learning by looking at it. Good e-learning creates an experience. You don't witness experiences by looking at a few screens. The most appropriate evaluation comes from measuring either business improvement or performance change, of course, and not from looking at an application or even measuring it against a set of criteria (including my own). At the very least, evaluators should experience an application to project the impact it may or may not have."

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