LTSF20 D2S1: Efficient blends for behaviour change and impact, without the baggage

Rob Hubbard – Questions

James Booth: Please ask questions here to keep the clear from the general chat

Rob Bedwell: given that the question was free text, why does Rob think that word cloud was a useful representation of the essence of the sentences

Mike Collins: Wonder if we would get a different set of words if we asked business leaders / managers the same question

JVDF: If you keep asking L&D people the same question, you keep getting the same answer....

Lene 2: @Mike; great point - we should ask the same question to the business leaders in our organizations

Mike Collins: @JVDF - exactly

Donald H Taylor: Rob - lots of people asking a question like this one: Sarah Powell: What would you do with a 6 hour day online? How would you suggest making this engaging?

Donald H Taylor: Sanjeev Kumar: How does people using LMS for social learning

Megan: Can you create blended learning that's more about the individual saying 'here's the stuff I want to know about how to do xyz' and you can offer pick and mix resources? Or is that just Google?

Mel: Any ideas how to deliver scenario based sessions that usually use forum theatre on a virtual platform?

Donald H Taylor: Simone: how do you cut through all the literature to get to the quality articles/literature

Donald H Taylor: Astrid: how do you suggest we go about tapping into the creative brain with e-learning made for the whole company?

chrissie mccreath: @Donald H Taylor - can we create a social learning group from these attendees please?

Donald H Taylor: Rob, there was also a discussion around engagement on social tools, especially Yammer, with Fiona Tidd, Antonio Palacios, Sarah Conner, Mike Collins and others - would be good to discuss this.

Julie Wedgwood: MS Teams shared drives is a common place to put information teams of people need frequently

Niall Gavin: High Risk - Data Protection - tell some real-life horror stories and emphasis the consequences

Cecilia: Skills and Knowledge = super clear and understood. Behaviours - I struggle to get what you mean. Most training is about changing behaviours - how can that be done through an engagement campaign?

JF: https://amlcglobal.com/view360-global/ - this is a fantastic platform for high risk skills and immersive learning

chrissie mccreath: How can we create a social learning group from the attendees on this call? I think it would be so useful thanks

Melinda Dixon: cultural change so difficult to change..what about getting people to embrace this new way of working rather than dash back to the return to the office. We have those who just want it to go bakc to how it was

Lene 2: @Melinda completely agree. How do we ensure to keep all the good things we experience during lock down and not just "go back"

Mihaela: Thank you Rob! It is amazing that you can help offering consultancy and support! Definitely I ll take advantage and I ll contact !

john faulkes: Don't we sometimes focus very hard and carefully on the very best design to affect attitude and behaviours, when the elephant in the room is disconnect with business leaders engagement?

Alison Macpherson: How do we begin help reluctant online learners to embrace blended learning?

Melinda Dixon: @Lene yes. I am concerned that many of those who have accessed the learning during lockdown will not bother once we return and I wonder how to keep engagement up to continue their cpd

Mel: yes with actors

Pau Duman: How do you measure the effectiveness of the blended learning methodology, and how change of behaviour can be attributed to designed blended learning?

Heidi: can you explain the difference between attitudes and behaviours on next generation blended learning methodology? can you give a 1 minute summary

Ian C: @HEeidi Attitude influences Behaviour which results in Outcomes (Consequence)

Sarah Conner: Programme management should be in place before blended learning project should start. stopping this misunderstanding

Ian C: Training often influence short term behaviour but to be effective we need to effect Attitude and that is most effective when using consequence. That's the final loop back to Attitude. E.g a speed camera versus a sign

Ian C: Camera has a consequence!