

4 Best Practices
of Blended
Learning with

ON THE JOB

6 Round

7 SP

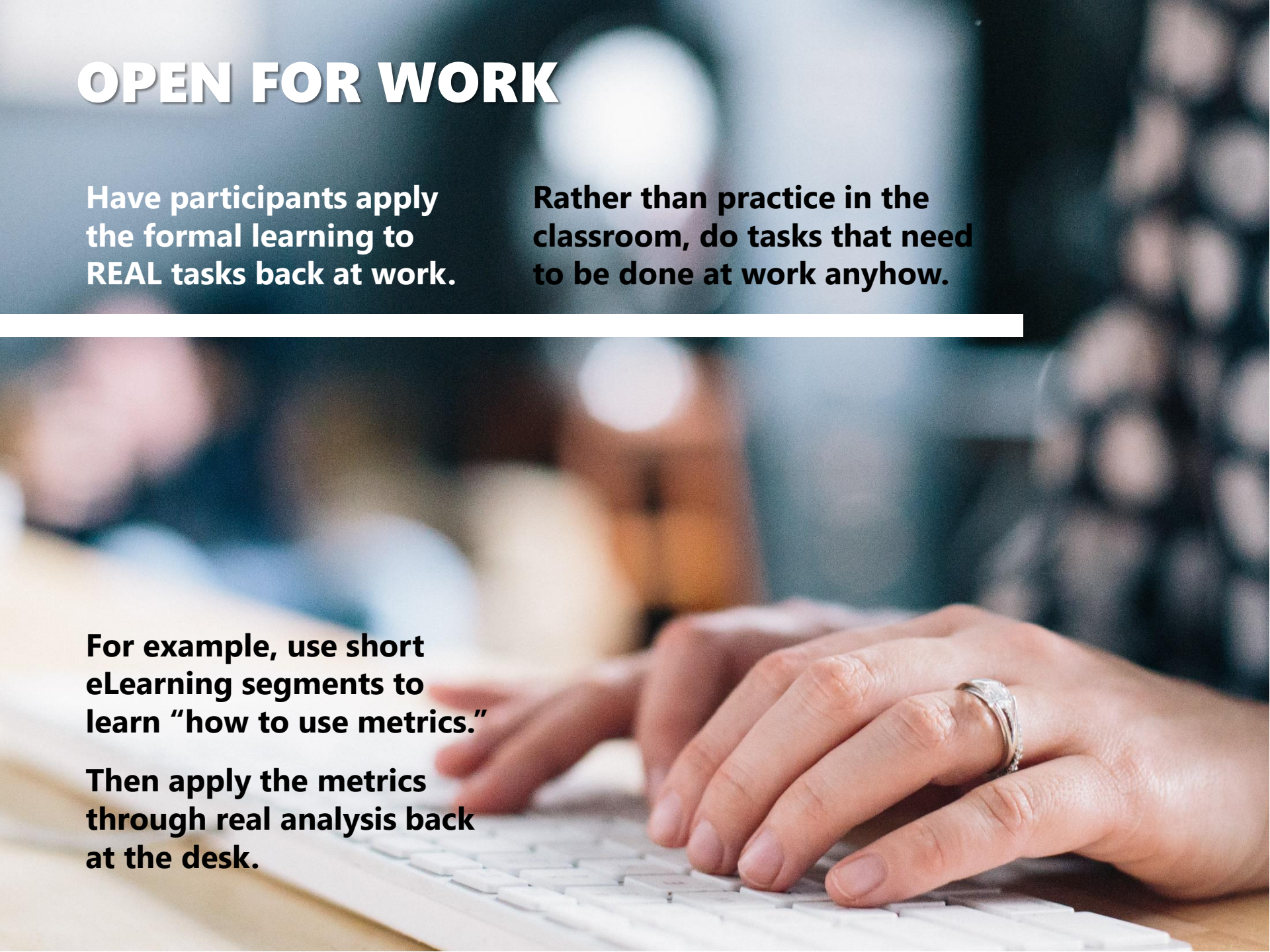
OPEN FOR WORK

Have participants apply the formal learning to REAL tasks back at work.

Rather than practice in the classroom, do tasks that need to be done at work anyhow.

For example, use short eLearning segments to learn “how to use metrics.”

Then apply the metrics through real analysis back at the desk.



GET JIT



**Use “Just in time”
tools to support
performance.**

For example,

- **Instant Message colleagues, mentors, experts**
- **Wiki as a living online resource**
- **Job Aid in a mobile format, easily updated**

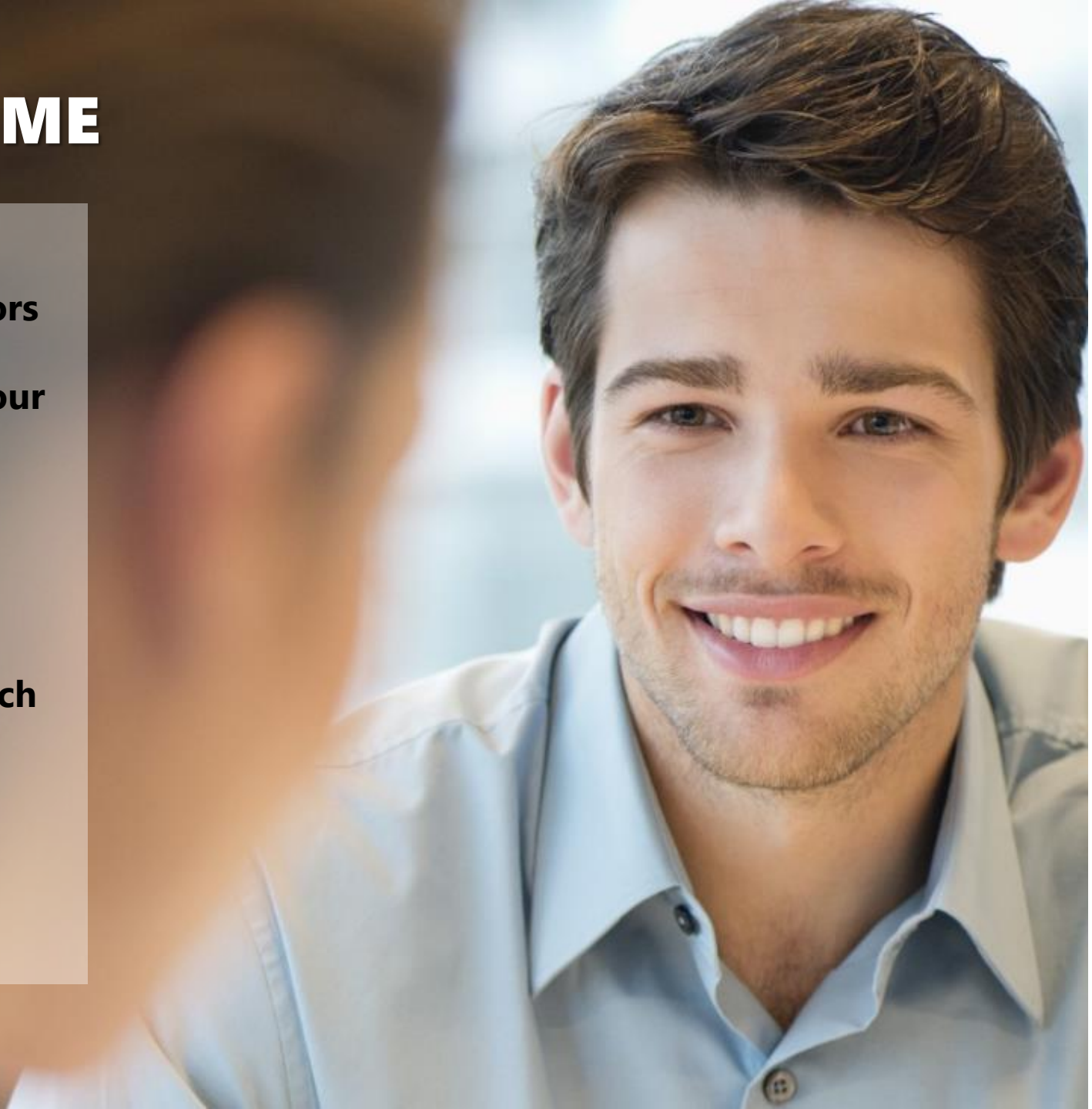
**Make these
available on
demand.**

MENTOR ME

Work with mentors or managers to reinforce behaviour and answer questions.


For example,

- **Guide and coach**
- **Act as SME**
- **Job shadow, reverse job shadow**



PRACTICALLY PRACTICAL

- **Cut the classroom time**
- **Develop concise, effective eLearning**
- **Reinforce with practical job aids that support performance**

For more practical tips, visit  **Go Beyond the Sky**
Custom Learning Solutions
www.GoBeyondtheSky.com

Danielle.Wallace@GoBeyondtheSky.com