



## WHAT TO CONSIDER WHEN CHANGING CURRICULUM FORMATS

*Ardent*

### **CHANGE DOESN'T ALWAYS MEAN CHALLENGE.**

Most clients are balancing the demands of running a business and keeping their teams motivated and productive. We know that employees are an organization's greatest asset — and when employees feel supported at work, businesses thrive.

Many organizations are faced with a decision to transition their instructor-led training (ILT) curriculum to an online classroom environment with a virtual facilitator. Our solutions team has more than fifty years of combined industry experience with solutions that are continuously evolving. If you're thinking about making the switch to virtual instructor-led training (vILT), consider the following:

### **HOW TO SUCCESSFULLY CONVERT CLASSROOM TRAINING TO vILT:**

- Utilize the learning platform's set of collaborative tools for learners to engage with
- Explain and show how the virtual platform features will be used in class at the beginning of the remote session
- Consider making the material more relatable to the audience using scenarios and story-telling techniques to keep the audience's attention
- Some activities will need to be adapted or eliminated altogether. Stay focused on the learning objectives and decide clearly what is "nice to have" and what is "need to have"

- If the existing course ends with a quiz or exam, consider introducing topics in the vILT with a sampling of these questions. Without the ability to read a live room, this will help the facilitator gauge where the group is in understanding the content. Not only can opening with questions help gauge understanding, it can be a fun way to engage learners from the start and help provide clues as to what to pay attention to during the segment.



## We would love to continue the conversation.

Contact Megan Cucci, our Vice President of Business Development, for complimentary consulting hours for a custom learning solution.

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