



SIMPLIFY TRAINING FOR YOUR REMOTE TEAMS

Ardent

REMOTE LEARNING CAN STILL BE ACTIVE AND ENGAGING

Ardent has always worked with organizations that have distributed workforces, with teams in different locations, working in the field, or in both corporate and home offices. With a remote workforce, learning doesn't need to change, but it does need to adapt.

We believe that one training event doesn't always drive real learning. Changes in actions or behaviors – the indicators of real learning – occur when learners are engaged. That's why active and engaging learning solutions are so important.

The Ardent solutions teams have more than 50 years of combined experience in the learning and development industry and can help your team evolve or adapt your training sessions to make them as interesting and engaging as possible.

TIPS AND TRICKS FOR TRAINING A DISTRIBUTED WORKFORCE:

Communication

- Ensure you are communicating any changes multiple times in multiple ways. Some organizations have an intranet where messages can be posted, because email messages often get buried or overlooked.
- Send two or three pre-training emails before a training event. This creates awareness of what's expected of participants and why it's important for them to attend. This is called the WIIFM, or "What's In It For Me/Them," approach.
- Make sure to provide enough lead time before each session so participants have ample time to sign up, block their schedule, and complete any pre-work before attending.

Collaboration

- Get management involved to strongly encourage their employees to attend.
- Encourage a company leader to attend to answer any business-specific questions.
- If a company leader can't attend, ensure questions are captured during the session, and a FAQ doc can be distributed afterward to all participants.

Engagement

- Make learning fun and interactive: add games, stories, and other elements to create an enjoyable, impactful learning session.
- Consider using a virtual facilitator to drive collaboration and put participants in role-based scenarios through webinar software.
- Ask participants to come prepared with questions or scenarios they would like to discuss after the session as a way to make it relevant to their roles.

Ardent's consultative approach empowers organizations to embrace holistic learning and sustainment. Learning is a continuous process that does not end after a single training event. The goal for every solution is to motivate learners, inspire them through learning, and spark action for change.



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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