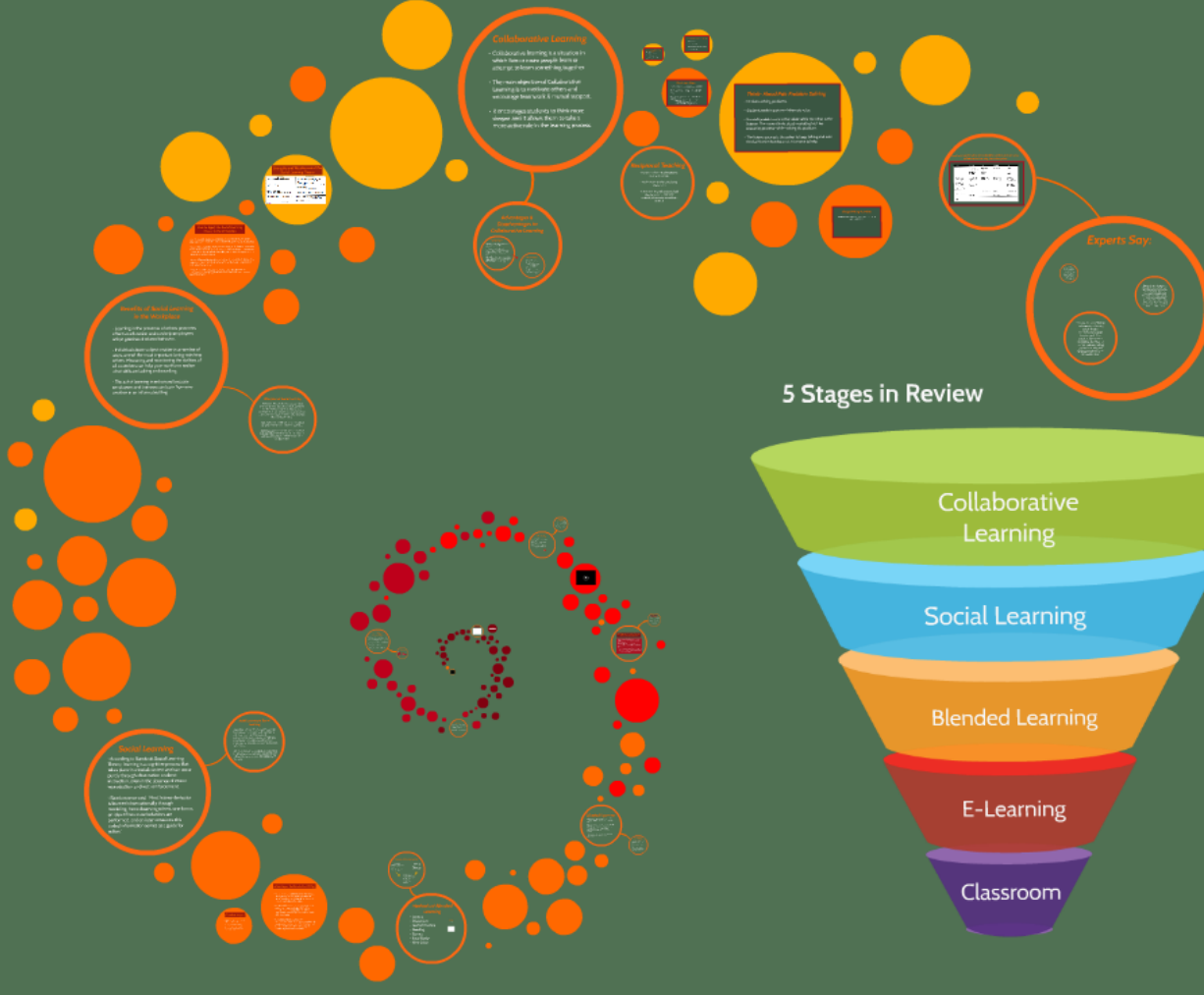


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5 Stages in Review

Collaborative Learning
Social Learning
Blended Learning
E-Learning
Classroom

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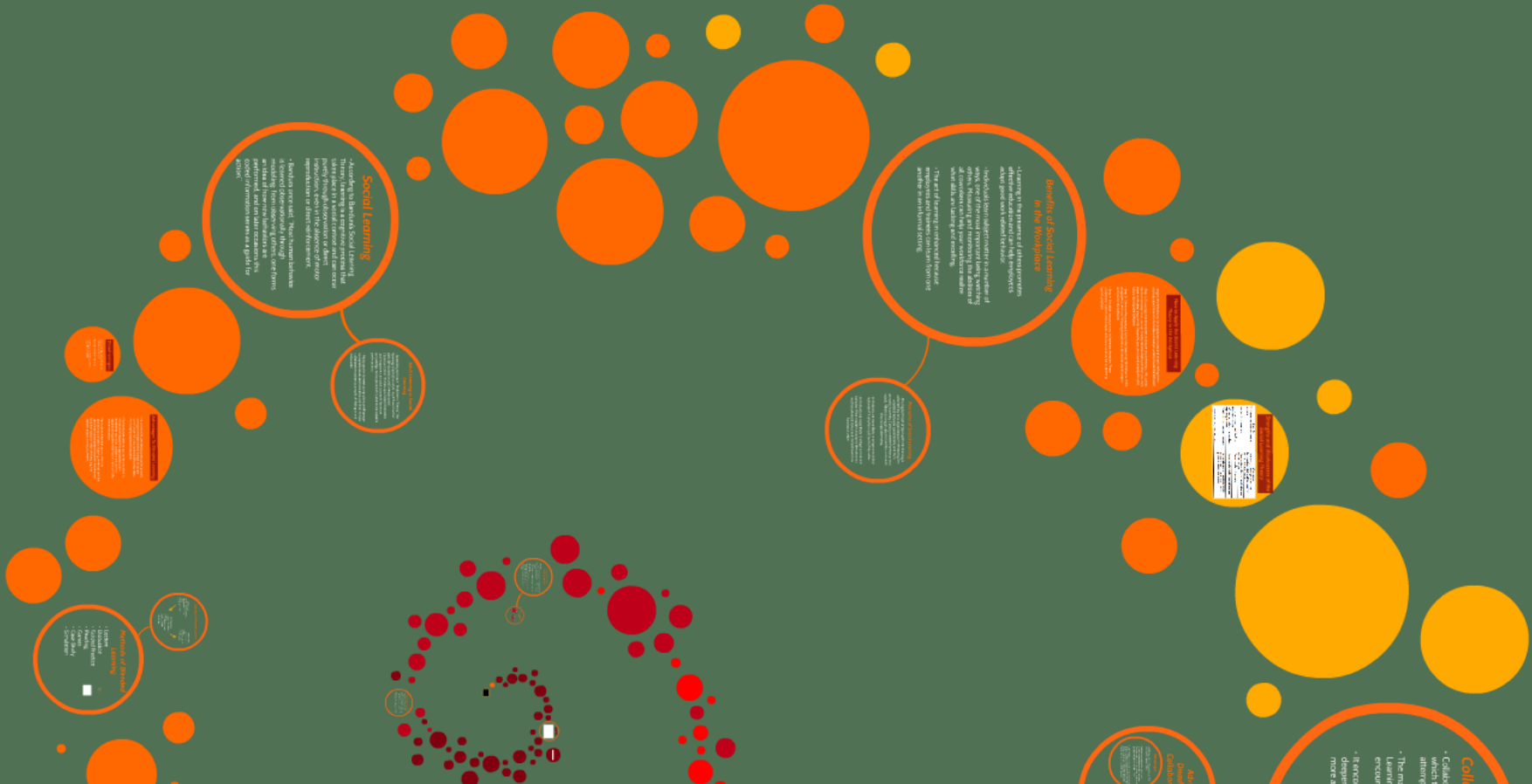
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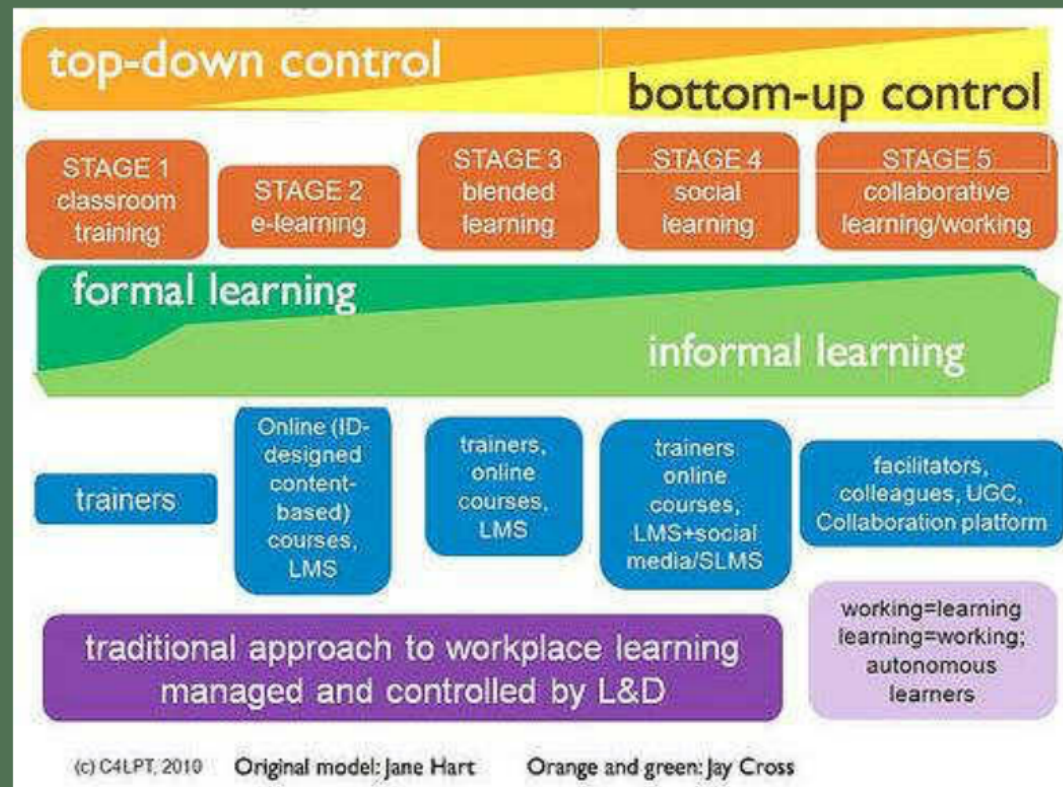
Figure 1: Review of Blended Learning - Source: Harvard Business Review, Vol. 88, No. 10, October 2010

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5 Stages of Workplace Learning Model



Today's Presentation will focus on the 5 Stages

STAGE 1
classroom
training

STAGE 2
e-learning

STAGE 3
blended
learning

STAGE 4
social
learning

STAGE 5
collaborative
learning/working

Classroom Learning

- According to Jane Hart's model, Stage 1 (classroom training) is a formal, (typically) top-down controlled, approach to training.
- Trainer must be aware of the learners needs, including: learning styles of group, type of information is being presented, and the time frame.
 - Adult learners are able to retain the most information from the session when taught a small-medium amount of material over a short amount of time.
- Though Stages 1 - 5 is the general path an adult learner may take, Hart and her colleges point out that adult learners may move between the stages in random orders not chronologically set.

Lecture Method vs. Discussion Method

Lecture

- According to Nick Blanchard, lecture method of instruction should be used to, "create a general understanding of a topic!"
- Topics should be logically ordered and presented prior to the start of the lesson.
- More formal
- Learners may have control over learning but not of the topics learned.

Discussion

- Increases learning opportunities.
- Verbal and non-verbal feedback allow trainer to assess any learning occurred.
- Cost may be less than a lectured learning.
- Discussions may increase learners personal internal motivation.