



20th Annual ELE Chicago Exchange | IN-PERSON CONFERENCE



Session Leaders

Sean Stowers

CLO
WeLearn



Richard Busby

Director, Project Management Office
IMSA



Kelly Stallbaum

Learning Leader
Zurich North America



How to Sustain Hybrid Learning: Strategies for Return to Work (Architecture through Operations)

Session Abstract

Together we will define hybrid learning for the purposes of this discussion and sharing information. We will look to learn from each other's experiences in hybrid learning and what we learned through the pivot about the ways in which we build and deliver learning. Additionally, we discuss best and next practices for sustaining hybrid learning.

Discussion we will explore together:

- What does hybrid learning mean to you?
- What does hybrid learning mean as we return to work?
- What did you learn in moving to hybrid learning that surprised you?
- What are the tradeoffs of implementing one hybrid strategy over another?
- What might we do differently under another forced pivot?
- What happens when you look into the sausage-making machine?
- How does hybrid change the way in which we develop/chunk content?

How to Sustain Hybrid Learning: Strategies for Return to work

(Architecture through Operations)

Highlights from the Discussion

1. Ensure that a variety of learning modalities are incorporated into hybrid learning to engage participants. Including break out groups, chat discussions, bringing in subject matter experts/business leaders. Etc.
2. The need to trust learners to do the work before arriving to the facilitated event (live or virtual)
3. We have had to double down on being a "sense and respond" learning organization, by asking our learners what works for them
4. We have learned to be more deliberate about evaluating and improving specific components of our learner experience architecture (frequency of learning events, facilitator role, modality, duration, [content](#) strategy, learner motivation strategy).
5. Focus our co-located and/or synchronous interactions on higher value activities (e.g. make decisions, improve practices, share practical insights). One audience member referenced that our higher value onsite experience mirror school conceptions of a "flipped classroom" where students engage content outside of the classroom and meet to discuss issues identified and then share insights).