

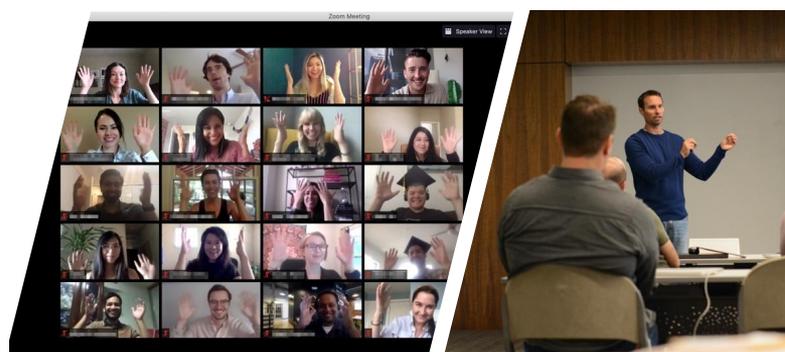


Designing Hybrid Leadership Programs

Notes from the Conversation

“Education is not the filling of a pail, but the lighting of a fire”

- William Butler Yeats



Key Considerations: Modality Matters

Ask yourself these questions when choosing program modalities:

- ❑ What are the “must haves” for a successful learner experience? With what elements can we experiment?
- ❑ Are we choosing this modality because it’s easiest? Or because it’s best for learning?
- ❑ Is this training transactional or relational?
- ❑ What modalities are we not using currently? Are they worth exploring?

Key Considerations: Social Learning is Critical

Ask yourself these questions when leveraging social experiences:

- ❑ Is the primary business goal related to employee retention, behavior modification, or skill-building/transfer of knowledge?
- ❑ Can we make this more social? How can we get people learning from each other?
- ❑ Do small virtual get-togethers (playing Kahoots, etc.) work for the company culture or are in-person events necessary?

Key Considerations: Hybrid Programs Require New Skills

Ask yourself these questions when deploying new programs:

- ❑ What are the business objectives of the program? What is core to success?
- ❑ What new skills do you and your facilitation team need to develop? How can you do so?
- ❑ What percentage of your prior in-person interaction was lecture (which can easily be moved to a virtual classroom) vs. Socratic discussion and group work?
- ❑ **After each program module:** What did we learn? Can we improve the next module with our learnings?

**Thank you for being a
part of the conversation!**



Want to learn more?

Reach out to your Abilitie
Client Experience partner or send a
note to hello@abilitie.com.