

# Building a Blended Learning Program

How to get started

## 1 Determine your organization's preferred training methods by evaluating the following:

- Culture
- Employee training levels
- Work locations of trained employees
- Purpose of training and expected outcomes

## 2 Make online learning complementary to formal learning

- The online portion of blended courses should enhance the effectiveness of classroom learning.
- It serves to repurpose previous training, reinforce previously covered material, and cement the information for more long-term retention.
- Reinforced learning in the workday

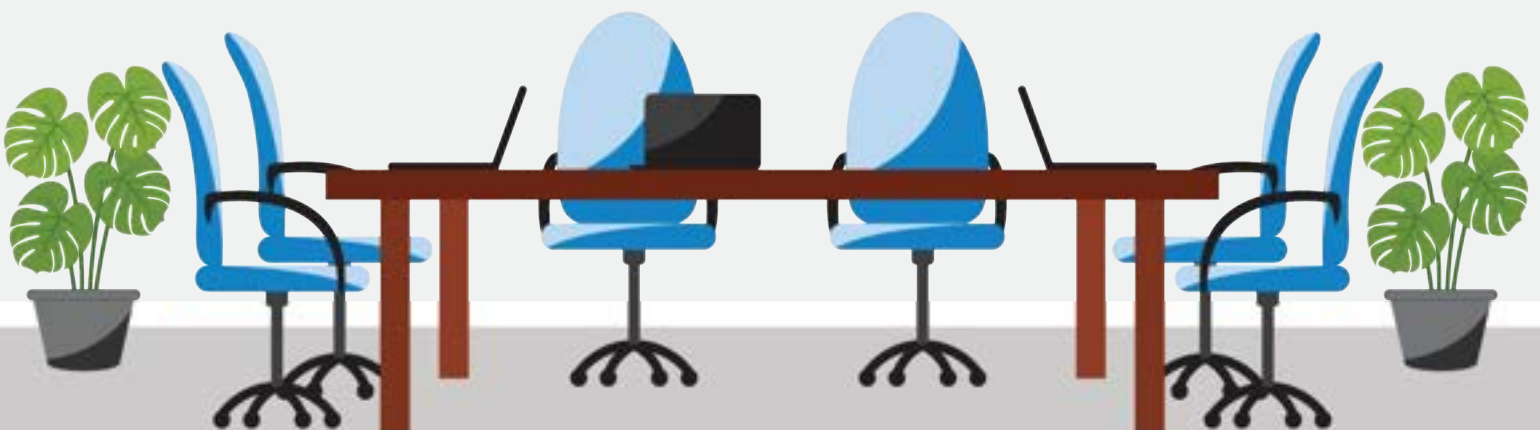


## 3 Establish the various learning methods that are most effective in your organization

- Incorporate a variety of learning mediums: Instructor led, virtual classrooms, social learning, mobile learning, etc.
- Enable seamless scheduling and course management
- Create dedicated learning paths

## 4 Provide logistical support for virtual classrooms

- Encourage learner interaction
- Include diverse assessments
- Allow learners more immediate access to teachers. Chat. Email. Office Hours.



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## 5 Create dedicated learning paths

- Like most things, it's good to have a plan here. You want to keep short-term and long-term goals in mind for each learner's learning path and map them out, so they stay top of mind. Narrow down your expected outcomes for the learner from the blended course.
- Both classroom and online learning need to have goals and objectives. Leadership will need to see progress reports to ensure ROI.



## 6 Market the LMS to your organization to promote internal learning

- Aim for advocacy from leaders

## 7 Include diverse assessment types

- Scenarios
- Open-ended questions
- Fill in the blank
- Gamification

## 8 Analyze how the program is performing

- Get insights from reporting
- Gather feedback



Develop your blended learning strategy with Meridian LMS

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