

Good afternoon. **My name is** Warren Grantham and although the company refers to me as a trainer, I am actually more of a facilitator. Together, we are going to explore the idea of Moving Your Current Training offerings to an online platform.

As a trainer, I like to break people up into two groups: Either you are a Presenter or you are a Facilitator. I would imagine that there are probably more groups that can be created, but **for our purposes**, those two groups will do.

Given this limited BINARY delineation of our field, by the show of hands, how many of you would have considered yourselves PRESENTERS in the first hour of the first day of this class? How many would have considered yourselves FACILITATORS?

It is important to know the difference and understand the possible outcomes of your training sessions when you put them online. It may be a bit more difficult a task to FACILITATE training when that training is SYNCHRONOUS meaning the training is provided without a person to deliver it. It is delivered any place, any time and using various methods.

[At the end of our session, you will be able to DEFEND your decision to deploy your training online by offering very persuasive benefits to management at each level when confronted.](#)

What we explore together are some Benefits and Challenges to Moving You Training Online.

I have some definite ideas about some of the benefits of moving training....

The article from which this session was developed also suggests a few benefits and challenges...

[As I share a few of those ideas...](#) I want you to be thinking of other benefits that you can use to sway the opinions of those who may be called upon to help push the project through or to fund your efforts.

Does that make sense?//

Now Let's begin by

Six Steps to Moving Training Online

Benefits & Challenges

Benefits

- **Reduced time out of the office**. Learners can attend training without the inconvenience of travel or time away from their desk and clients.

- **Quicker response rate to training needs.**

Training can happen more immediately because you don't have to book training rooms, flights, and accommodation for faculty and learners.

- **Extended learning to a global audience.** As

long as we line up the time zone differences correctly, our learners can attend a learning course wherever they are; many can attend courses that they wouldn't have been able to access previously.

- **Improved training quality.**

The virtual classroom allows faculty to be scripted and deliver the same consistent learning experience, as opposed to in the more freeflowing face-to-face classroom environment.

- **Supported learning for remote workers.**

Virtual classrooms remove the barriers to entry for remote workers, whether they are joining from home, coffee shops, or other remote locations, because the learning can take place anywhere, anytime.

- **Reduced carbon footprint.** There are clear environmental benefits to removing the need for learners to travel.

Challenges

- They **have not adjusted the training content** or redesigned the activities to work in the virtual classroom.
- Faculty or learners are **not comfortable or familiar with the virtual classroom** environment and toolset.
- Learners see the reason for moving training into the virtual classroom as a cost-cutting measure for the business and are somewhat cynical about it.
- Learners are **multitasking** because the content or delivery is not engaging enough to keep their attention.

