

# **HOW TO DIGITIZE LEARNING FOR ADULTS WITH THE FLIPPED CLASSROOM MODELS?**

Here we will share and suggest how to make your training for adults digital. We will use as an example onboarding training for a big company.



## STEP 1 - YOUR TRANSFORMATIONAL GOAL.

We cannot stress how important this is. Every learning design begins with the transformational goal - reinventing an old training, re-evaluating an old training, creating a new one.

You have a big picture goal and subgoals.

**YOUR BIG TRANSFORMATIONAL GOAL** - why we do this:

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**SUBGOALS** - what skills and enduring understandings (see below) we want learned to have:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_





**2. What enduring understanding will learners have at the end of the training - this is sully the information or knowledge you want them to retain.**

In the age of information, no one really remembers or connects with information and data. People either transform data into skills, information into understanding or forget it.

**What are the keys to understanding:**

- 1. Link to previous knowledge, experience or personal opinion.
- 2. Present with a story, riddle, puzzle.
- 3. Ask learners to make sense of it, reflect, discuss, use the knowledge to make it understand.

UNDERSTANDING	Where is it used? Why? Level of importance	How do we measure it?



## STEP 3 - ELEMENTS OF YOUR TRAINING

Now that you have your big goal and your sub goals, let's see what content is related to your goals:

GOAL	SKILL	UNDERSTANDING

Based on the table above, what are the elements of your training - each one should be linked to a goal, related to a skill or understanding.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_



Now what elements can you digitalize? Let us use the onboarding example:

ELEMENT	GOAL	SKILLS	UNDERSTANDING
Values and history	Connect and related to the values and history of the companies	—	What behaviors resemble these values and how are these values useful and applicable in my life in the company.
Admin and procedures	Use effectively and efficiently all company procedures.	1. Choose adequately which procedure to use. 2. Use procedure effectively.	—
How to use machinery	Use machine X effectively to do Y without putting oneself, others in hazard or braking the machine.	1. Operate machine X effectively. 2. Maintaining machine X properly. 3. Troubleshoot machine X effectively, when needed.	—



## STEP 4 - MAKE IT DIGITAL

Now that you know which elements of your training lead to what skill or understanding here are some ideas how to digitize it:

### **1. Values and history:**

1.1. Pre-learning survey - what is your opinion, understanding, story with these values - Google Form or other

1.2. Learning - the values and the history - doodle video - <https://www.doodle-video.co.uk/>

1.3. Post- learning survey - provide people with an option to share how they can display the values and how this can enhance their work.

### **2. Admin and procedures:**

2.1. Pre-learning tasks - give learners a procedure, where the steps are mixed. Have learners arrange them in the proper order.

2.2. Learning - admin and procedures - doodle videos - <https://www.doodle-video.co.uk/> OR Slideshare - <https://www.slideshare.net/>

2.3. Post - learning task - provide a real-life task and or test. You can use - <https://www.testgorilla.com/>

### **3. Operating the machine - do not go online with this.**