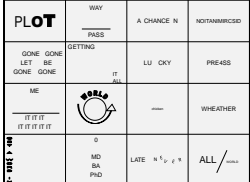

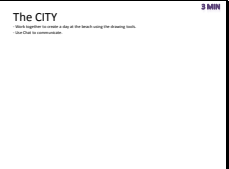

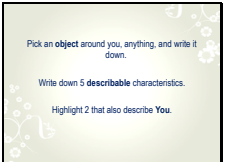
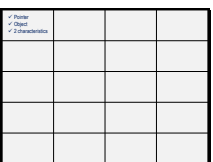
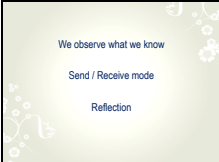

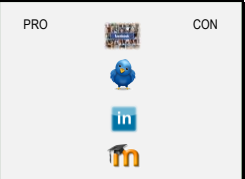

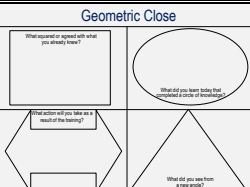


Participants are not learning from lecture and ready for Active participation, opportunities to show their personalities and learn in real-time environments.

When transferring ILT to Online Synchronous Training, ask the following questions:

1. What needs to be accomplished? (GOAL)
2. What will that look like? (OBJECTIVES)
3. Can that be done online? (ASSESSMENT)

When focusing on the Goal, Objectives and Assessment – what can't be done? You'll know!

Warm up		Annotation, Chat, Feedback, Audio
Ice breaker	 	Make a separate slide for each scene. Enable rights to view any document. Annotation, Chat
Level set		Annotation, Feedback, Audio
Team building	  	Annotation, Chat, Feedback, Audio
Brainstorming	 	Annotation, Chat, Feedback, Audio
Making connections		Annotation, Chat, Feedback, Audio
Closer		Annotation, Chat, Feedback, Audio

## Instructional Tips

- Set expectations
- Provide clear instructions
- Create and use participant materials
- Design opportunities for collaboration
- Deliver meaningful assessments
- Build 'ninja' technical skills
- Be truthful
- Follow-up

## Technical Tips

- Click on everything.
- Youtube it, Google it, Review it, Replicate it.
- Try to defeat it!
- Use it. Use it. Use it.
- Use a 2nd computer.
- Respond quickly.
- Narrate the process. (in brief)
- Pay attention to details.
- Log it.
- Fix it.
- Revisit it.

## References and further reading enjoyment

Article in The Globe and Mail on the UBC study

<http://www.theglobeandmail.com/news/national/university-students-fare-better-with-interactive-learning-study-finds/article2020684/>

Tailoring Virtual Training Delivery for Adult Learners by Kim Perego

<http://www.learningsolutionsmag.com/articles/643/tailoring-virtual-training-delivery-for-adult-learners>

Training By Webinar (Mostly) Sucks and It's Your Fault by Wayne Turmel

[http://www.linkedin.com/news?viewArticle=&articleID=484214612&gid=902297&type=member&item=51257923&articleURL=http%3A%2F%2Fwww%2Ebn%2Ecom%2Fblog%2Fvirtual-manager%2Ftraining-by-webinar-mostly-sucks-and-it-8217s-your-fault%2F1235&urlhash=6EBD&goback=%2Egde\\_902297\\_member\\_51257923](http://www.linkedin.com/news?viewArticle=&articleID=484214612&gid=902297&type=member&item=51257923&articleURL=http%3A%2F%2Fwww%2Ebn%2Ecom%2Fblog%2Fvirtual-manager%2Ftraining-by-webinar-mostly-sucks-and-it-8217s-your-fault%2F1235&urlhash=6EBD&goback=%2Egde_902297_member_51257923)

Kineo shares Virtual Classroom insights in new free guide

<http://www.kineo.com/he/kineo-press-releases/kineo-shares-virtual-classroom-insights-in-new-free-guide.html>

Studying the Virtual Classroom: An Examination of Successful VILT Practices

<http://www.trainingindustry.com/training-outsourcing/white-papers/gp-vilt.aspx>

Advice from the Virtual Trenches by Jennifer Hofmann

<http://www.trainingmag.com/article/advice-virtual-trenches>

