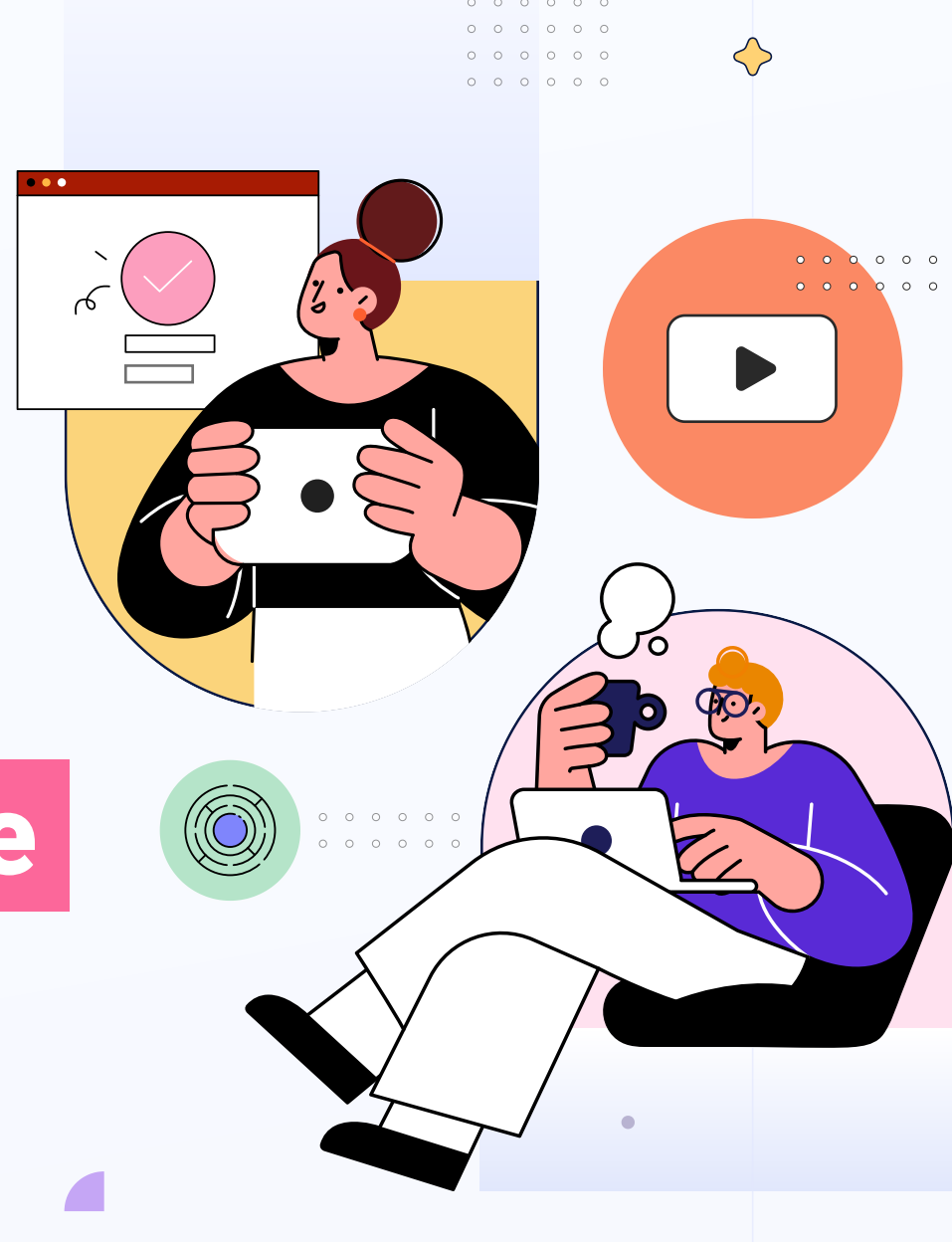


Navigating the Complexities of Training a

Hybrid Workforce

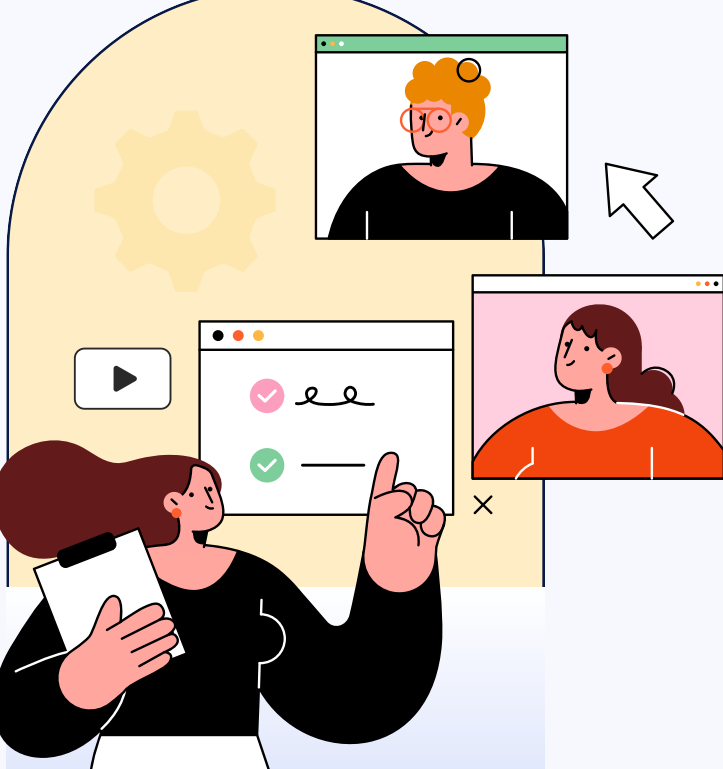


Challenge 1

Managing engagement levels in large remote sessions

Solution

To manage engagement levels in remote sessions, create a hybrid learning environment with interactive materials designed for remote learners. Encourage active participation and use a camera to increase engagement and session effectiveness.

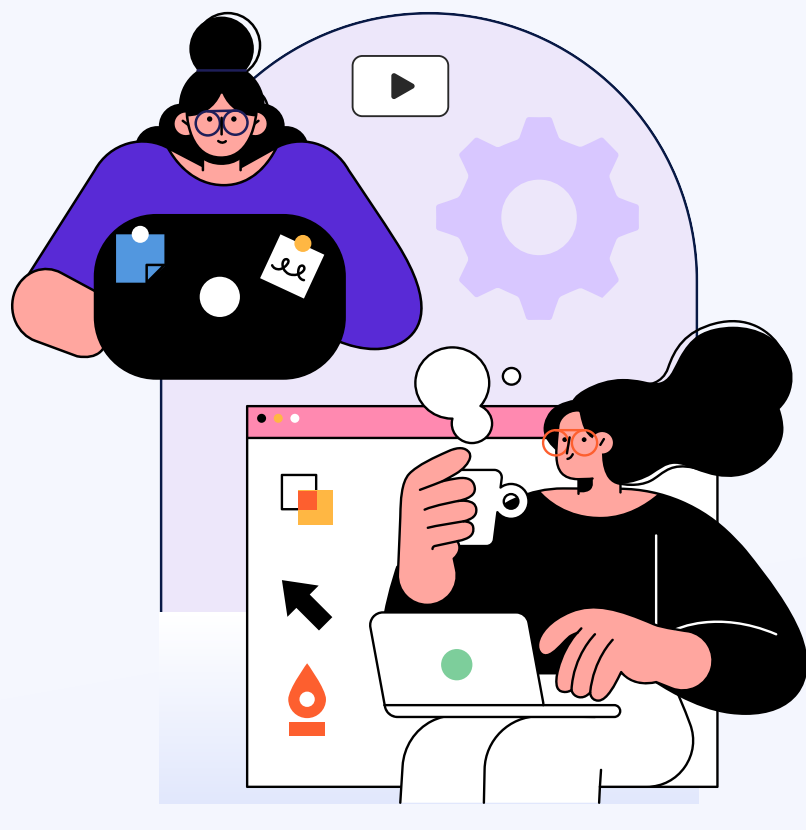


Challenge 2

Hosting and managing the training for a hybrid workforce

Solution

To overcome this, communicate early and often with both groups (in-person and remote participants), assign roles and responsibilities, use interactive tools, and consider a professional facilitator to manage logistics.

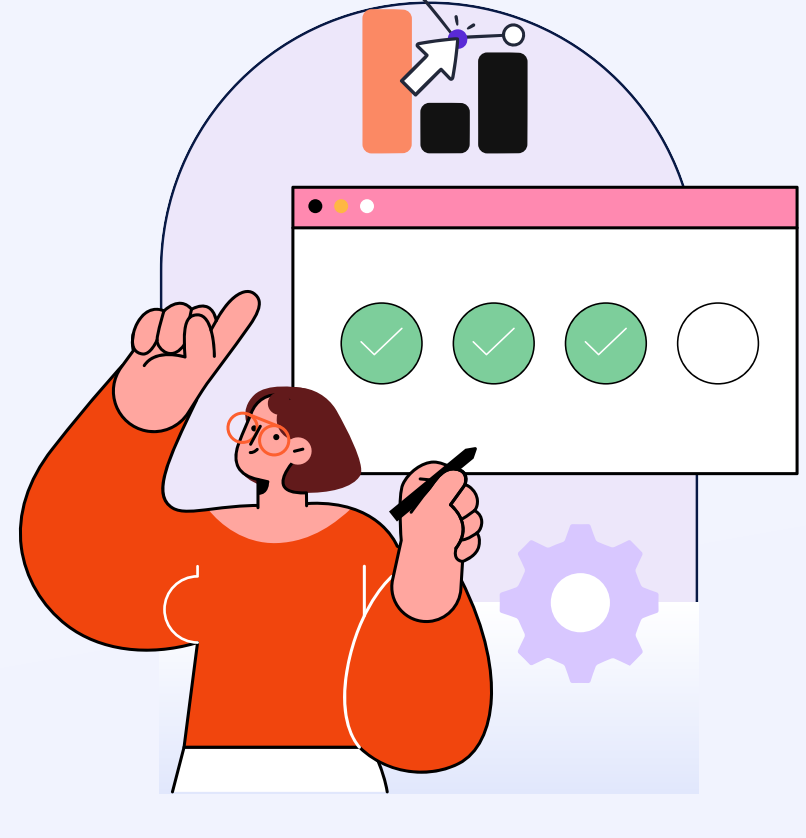


Challenge 4

Tracking engagement and learner progress

Solution

Real-time assessment with technology, such as polls and analytics data, can monitor engagement, participation levels and learner progress. This approach ensures remote learners receive prompt feedback, creating a more interactive and effective learning experience.



Challenge 3

Encouraging coordination and collaboration

Solution

Consider approaches to encourage creative thinking, such as small group brainstorming sessions, break-out sessions, allowing individuals the time to think with both collective and individual ideation components.

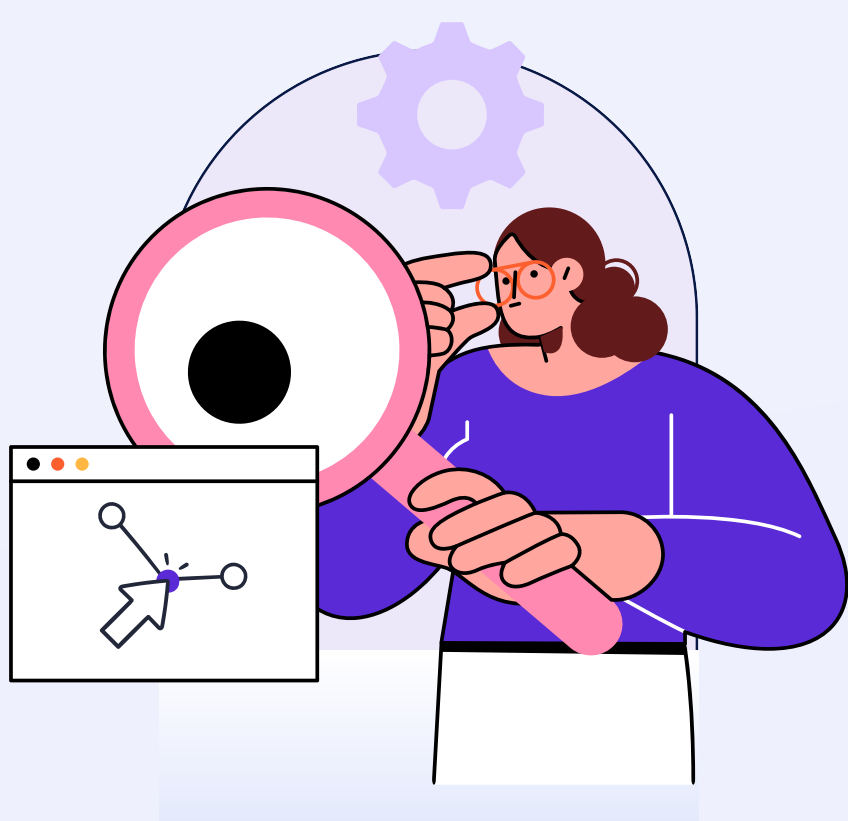


Challenge 6

Handling technical issues

Solution

Technical issues can be prevented by using reliable technology and implementing measures such as regular system checks, providing technical support.



Challenge 7

Ensuring inclusivity and equity

Solution

Ensuring inclusivity and equity in training a hybrid workforce can be difficult due to the diverse backgrounds and locations of the employees. Organizations should provide accessible training resources, create a culture of learning that values diversity and inclusivity, design training programs with equity in mind, and provide opportunities for feedback from hybrid workers.

