

# Managing online learning, from induction to leadership

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# E-Learning – The Myths

- E-Learning replaces face-to-face training
- E-Learning removes the need for a facilitator
- E-Learning is simply a cost saving mechanism
- E-learning comes natural to most learners
- Content online provides e-Learning
- Build it and they will come



- 'Students' learning rather than teachers' teaching is increasingly seen to be at the crux of the education process: the emphasis has moved from inputs to outcomes.' (**Bryson, 1998**)



# Has change arrived?

- **Student Engagement** – shift towards ‘what students do’ rather than ‘what teachers teach’.
- **Learning Paradigm** – shift towards classroom outcomes that focus on ‘what students can DO with what they KNOW’.
- **‘Real Learning’** – that makes a difference to the lives of our students.
- **e-Learning Communities** – ‘wired’ to the world with Anytime/Anywhere access



# E-Learning – The Realities

- Higher Content Retention rates
- Easier access to material for review
- Suitable for 'Just-in-time' learning activities
- Greater knowledge management
- Greater opportunities for staff development



# Who is the audience?

“We are all digital immigrants” trying to teach the  
“digital natives”

**John Couch**, vice president of Apple Computer



# Digital Natives vs. Digital Immigrants

## Digital Native Learners

Prefer receiving information quickly from multiple multimedia sources.

Prefer parallel processing and multi-tasking.

Prefer processing pictures, sounds, and video before text.

Prefer random access to hyperlinked multimedia information.

Prefer to interact/network simultaneously with many others.

Prefer to learn “just-in-time.”

Prefer instant gratification and instant rewards.

Prefer learning that is relevant, instantly useful, and fun.

## Digital Immigrant Teachers

Prefer slow and controlled release of information from limited sources.

Prefer singular processing and single or limited tasking.

Prefer to provide text before pictures, sounds, and video.

Prefer to provide information linearly, logically, and sequentially.

Prefer students to work independently rather than network and interact.

Prefer to teach “just-in-case” (it’s on the exam).

Prefer deferred gratification and deferred rewards.

Prefer to teach to the curriculum guide and standardised tests.

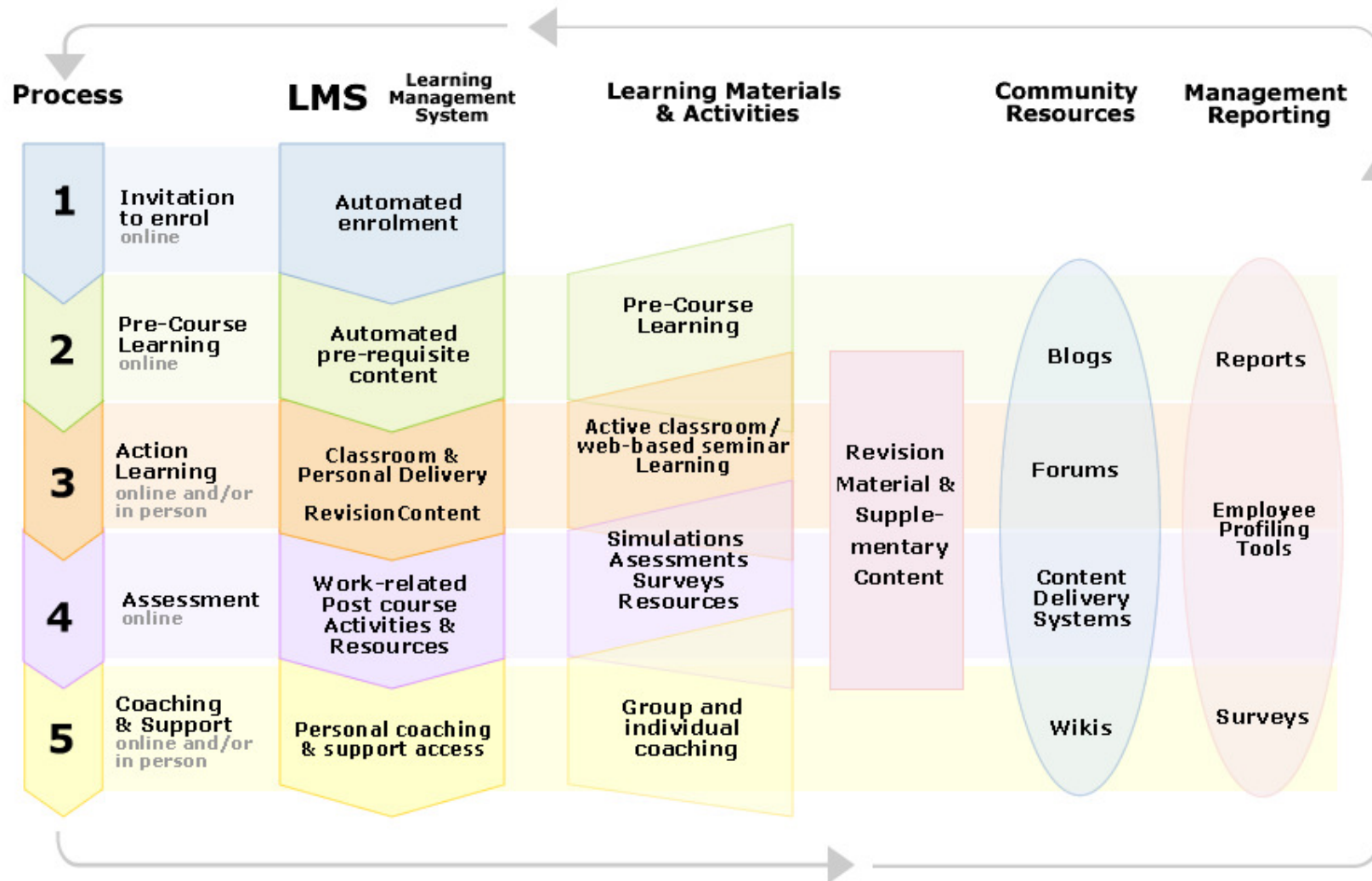


# Blended Learning

- E-Learning, combined with knowledge management and performance support.
- Blending Classroom, e-Learning, virtual classroom and coaching into a single model.



# Blended Learning Model



# Evolution vs. Revolution

tLearning



Classroom

dLearning



Distance Education

eLearning



Online Learning

Evolution



mLearning

Revolution



# Educate, Demonstrate, Measure

- On-line events (Video and Audio Streaming)
- Subscription Content - Podcasts
- Online demonstrations
- Simulations and Game Play
- Assessment



# The Benefits of e-Learning

- **Far Reaching** – Offer training to a wider audience- beyond the normal confines of location.
- **Saving Your Clients Time and Money** – Your students can access training at a time and location that suits them.
- **Serve More Clients** – Serve the needs of those that do not have the time or ability to come into a classroom
- **Self Paced Instruction** – Students determine the speed at which they go through the courses.
- **Improved Retention of the Materials** – Proven increased retention of content
- **Increased Student Participation** – In a traditional classroom, less than 1 in 5 students will respond if they have a question. With online courses, the response rate is much higher with more than 4 out of 5 students asking questions.
- **Access to Archived Course Material** – Students have an opportunity to revisit materials as needed, allowing time for greater understanding.
- **Greater Return On Investment** – Courses can be delivered time after time, with no additional costs (other than hosting costs), ensuring a much greater return on investment.
- **Greater Compliance and Knowledge Management**
- When combined with web facilitated 'live on-line' training or webinars, these benefits compound.



# Client e-Hubs

Development of dedicated client collaboration centres to assist with student communication

[www.thecyberinstitute.com](http://www.thecyberinstitute.com)

## E-learning Content Libraries

Over 100 Hours of Self Paced Business Soft Skill Training  
Over 100 Hours of IT Skill Training  
Over 600 hours of Advanced Qualification aligned content

Public Access via TCI Site

Partner Solutions Embedded within Partner Sites

Licensing of Content to Third Party LMS Platforms

## Corporate Qualification Delivery

Delivery of supported on-line and blended Professional development Solutions including Frontline Management & Project Management to Diploma level

Deliverable in Association With any RTO

## Custom Development around client and/or TCI IP

Development of on-line training solutions based upon client and/or TCI content including rich media and Web 2.0 solutions.

Compliance, Orientation Induction Solutions

Business Development Solutions

Deliverable via TCI hosted LMS Platform or leading third party LMS platforms



# Questions?

