

– RECONNECTING THROUGH LEARNING –

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Strategies

for a Smooth Transition from
Virtual to In-Person Training

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Introduction

As companies from Alphabet to Zoom enforce “return to the office” policies, many L&D managers are being asked to adjust their training strategy. Sometimes, this involves reducing self-paced or virtual instructor-led training (VILT) in favor of more on-site instructor-led training (ILT) events.

Not surprisingly, employees are skeptical of this change. They are reluctant to give up their autonomy and anxious about what to expect during in-person training. The highest percentage of remote workers are aged 24 to 35.¹ Many of these “Gen Z” employees have never worked in an office. Their last experience with on-site, instructor-led training might have been in a high school or college classroom.

How can you overcome resistance and encourage people to come to training with an open mind and willingness to learn?

Here are some guidelines to help you develop a better on-site learning experience:

1. **Communicate Early & Often**
2. **Build A Community**
3. **Take A Hybrid Approach**
4. **Accommodate Individual Differences**
5. **Invest In Your Instructors**

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**Build
Community**

Build Community

As convenient as it is to just walk to your own kitchen for a cup of tea, it can be a little lonely. You most certainly will not have a spontaneous conversation with your coworker along the way.

Casual face-to-face interactions are more than just a way to reduce isolation and feel connected to a larger community. They can also lead to career-development opportunities and greater company loyalty.

In fact, when asked what would motivate workers to come back into the office, 85% of employees stated **rebuilding team bonds** and 84% expressed a desire to **socialize with coworkers**.⁴

Incentivize workers by promoting ILT as an opportunity to find a mentor, socialize with coworkers, or discover professional development opportunities. Include a variety of activities for different personality types. Some activity ideas are:

- ◆ Use small group activities to build professional relationships.
- ◆ Make time for hands-on skill building with mentors and peers.
- ◆ Schedule short networking sessions or fun social activities.
- ◆ Establish communication channels so that learners can continue to interact with and support each other even after the training is complete.



Wrap-Up

As organizations try to find the right balance between remote and in-person work, training managers are charged with encouraging (sometimes reluctant) employees to come back into the office to learn. To be successful, keep your learners' needs in mind, communicate openly, and design your training sessions to allow for some autonomy and flexibility while still providing structure for collaboration and connection.

Contact ELB Learning to see how we can help you with all your training needs.

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Early & Often**

**Build
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**Take A Hybrid
Approach**

**Accommodate
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**Invest In Your
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Sources
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