

Implementing Blended Learning

The 5 Principles

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Here are the

5 PRINCIPLES

that drive blended learning programs

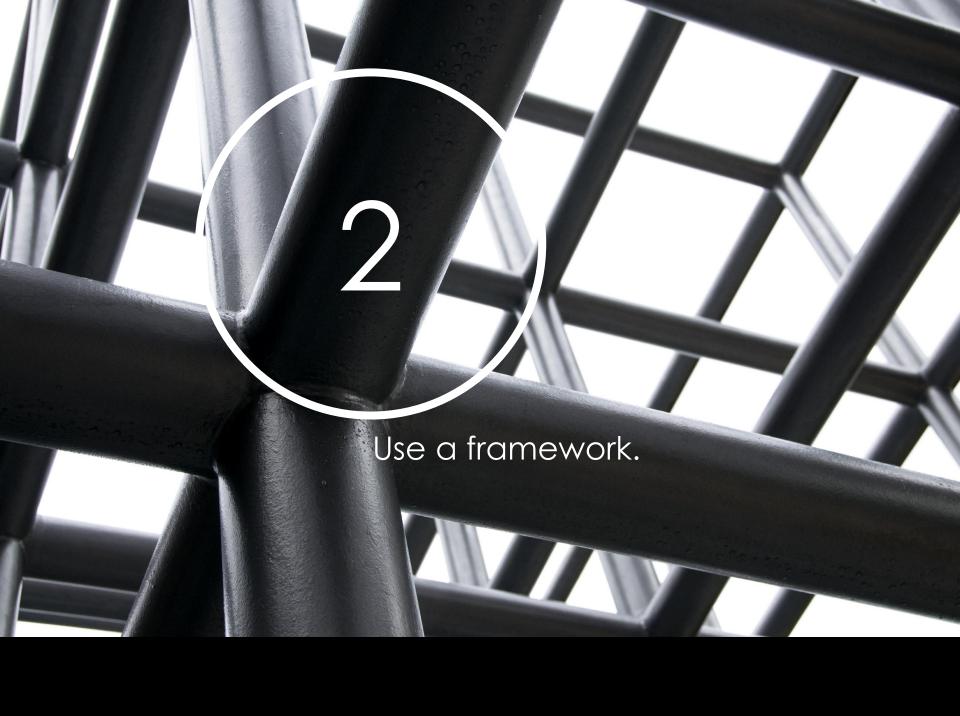


- (1) Learning is behavior change
- (2) Use a framework
- (3) Make it personalized
- (4) Measure it
- (5) Pilot and test





LEARNING ISN'T ONLY ABOUT TRAINING





OAM:

Opportunity, Ability, Motivation











CONTEXT





KEY ACTIVITY: AUDIENCE INSIGHT



DETERMINANTS





UNDERSTAND BARRIERS



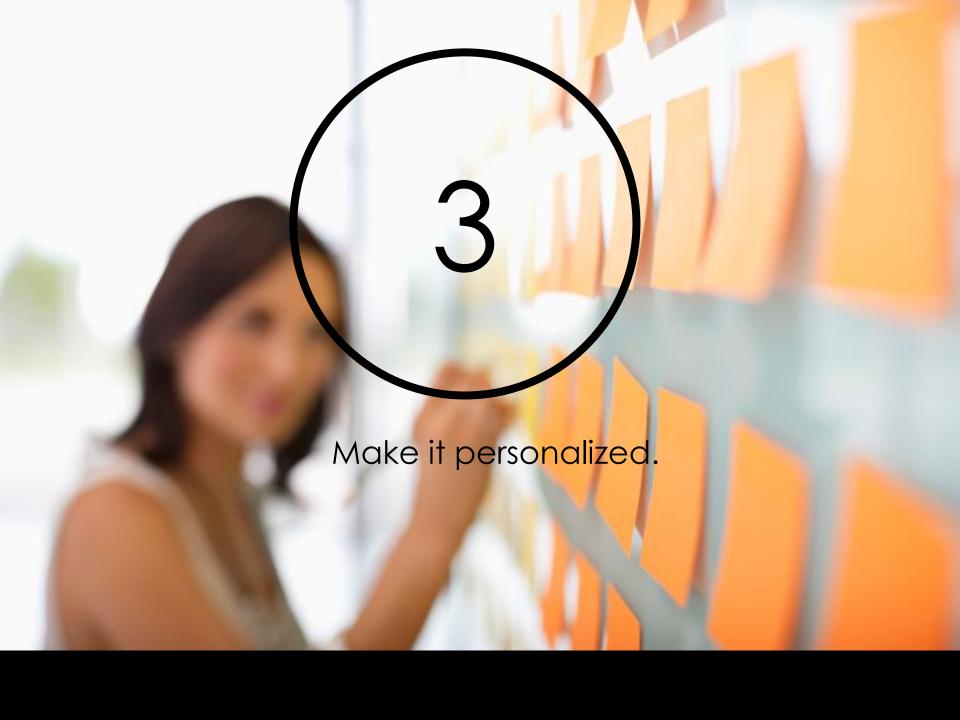


Set

CLEAR

learning objectives







TREAT LEARNING NOT AS AN EVENT, BUT AS A PROCESS



PRE + POST ASSIGNMENTS, SUPPORT





NOTA "ONE-SIZE-FITS-ALL"





PSI Learning & Performance Architecture Learning and Performance Support Training | Instructional Solutions) | Workplace Learning (Knowledge and Support Solutions) Change Management and E-Learning Communications Information Libraries Performance Improved Environment Platform Resources, Processes Notivation, Incentives, Performance Tools, Performance On-line Analysis, Talent Training Support Management) Poor/ Vulnerable Communities and Networks Expertise Learning and Knowledge Management Performance Leadership Formal Learning Informal Workplace Settings Settings

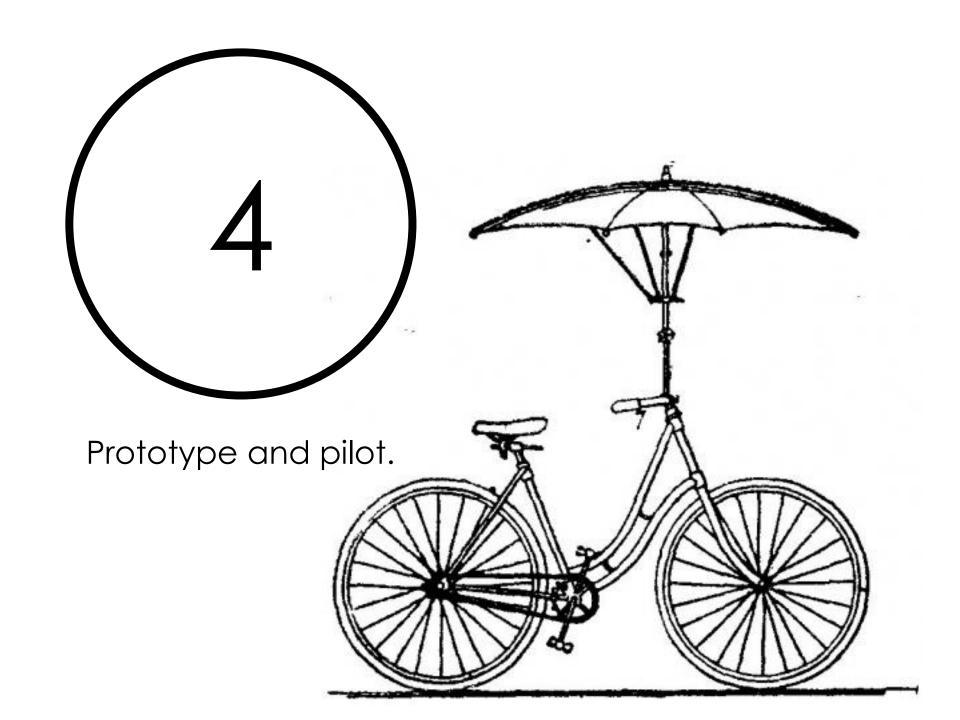
People Development, Organizational Development, Improved Technical Programs





(soon)







It can be rough and rapid.



REVISE AS NECESSARY







IT'S ABOUT CHANGE ON THE JOB



Level 4

Level 3

Level 2

Level 1







WILL THIS ALWAYS WORK PERFECTLY?



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