

# 9 WAYS TO MAKE LEARNING LEARNER-CENTERED

PHYSICAL CLASSROOM | VIRTUAL CLASSROOM | eLEARNING

Being **learner-centered** is about designing learning experiences around the learner rather than the topic. Put another way, it's helping learners find the topic to build skills and knowledge rather than hoping the topic finds the learner. Tomorrow's learning and talent specialists craft experiences in many places including the **physical classroom**, **virtual classroom** and **online**. Here are just a few activities that put learners at the heart of workplace learning. You can no doubt think of many more.

## Facilitate Simulations

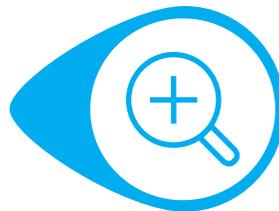
Rather than lead abstract discussions, facilitate concrete exercises that closely resemble the reality of how they'll perform the skill in the workplace.



1.

## Leverage Google

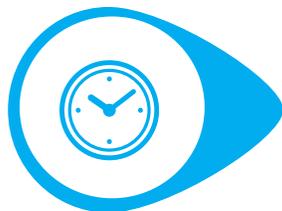
Rather than do a 'content dump' with slides or a presentation, leverage technology and ask learners to research a topic on their cell phones and report back to the larger group.



2.

## Give Learners Control

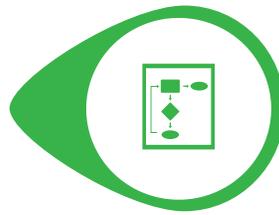
Ask the group to determine when to take lunch and other breaks. Have them tell you how formal or informal they'd like the workshop to be.



3.

## Use Breakout Rooms

Break your virtual class into smaller breakouts of four or five people and give them discussion questions. It's not as easy for participants to dodge discussion when they're in smaller groups.



4.

## Run a Quiz

Run a quiz in the virtual classroom before and after sharing some information. Studies show this helps memory formation.



5.

## Encourage Chat

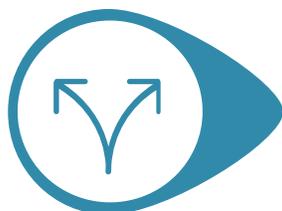
Encourage participants to share thoughts and questions in the chat window during virtual classes. This will keep them engaged with your topic but thinking about it in their terms.



6.

## Choose Your Own Adventure

It's easy for eLearning designers to decide the sequence of learning. But why not allow learners to choose a sequence that works for their preferences and previous knowledge?



7.

## Enable Collaboration

Create opportunities for learners to engage with other learners through social platforms such as discussion boards. Allow learners to guide the discussion around needs they face in their workplace.



8.

## Recognize Prior Learning

Online learning often covers skills/knowledge that some learners are competent in. Allow these participants to opt out or offer alternative content rather than forcing them to repeat the learning.



9.



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