



BLENDED LEARNING OPTIONS

In-person learning offers group discussion, peer support, coaching, and powerful social learning. Get the best of both worlds—self-guided flexibility and powerful social learning—by blending the Crucial Learning formats.



On-demand learning offers flexibility and convenience and puts people in the driver's seat of their learning experience.

Crucial Learning offers learning experiences in three distinct learning formats:



In person (classroom instructor-led)



Virtual (virtual instructor-led)



On demand (online self-paced)

Each learning format is designed to easily blend with the other formats to meet your unique needs and goals.

We recommend implementing tools and best practices for offering a blended learning experience.

Blending Learning Options

ON-DEMAND DISCUSSION GROUP SESSIONS

The on-demand experiences of Crucial Conversations for Mastering Dialogue and Crucial Conversations for Accountability include four discussion group guides that help learners prepare for and hold discussions on key skills and principles. These discussions are designed to be learner-led, but anyone (trainers, course managers, leaders, facilitators) can step in to organize these in-person or virtual sessions.

Discussion Group Sessions are included at no additional cost.

ON-DEMAND KICK-OFF AND WRAP-UP SESSIONS

Start your on-demand rollout with a virtual or in-person kickoff session to build excitement and engagement, set timing and participation expectations, and connect the skills to real challenges in your organization. Similarly, in-person or virtual wrap-up sessions create accountability for learners, offer a chance to celebrate accomplishments, and kick off post-training reinforcement. **Kick-off and wrap-up sessions are recommended best practices, not official features of the courses.**

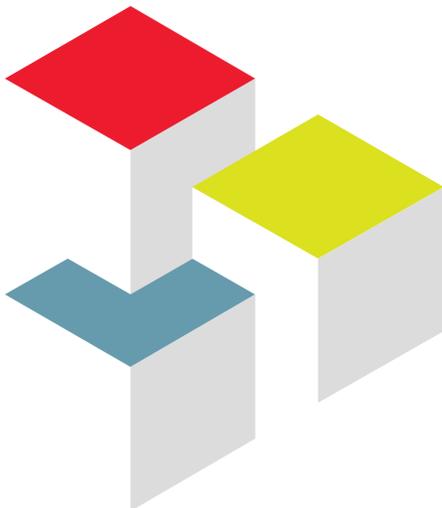
PRACTICE SESSIONS

One of the most valuable experiences of a virtual or in-person instructor-led format is the “Let’s Practice” exercises in which learners work together to practice their new skills. Augment the on-demand experience by holding short, 30-minute in-person or virtual practice sessions.

“Let’s Practice” exercises are included in the trainer guide.

LEARNING PARTNER SESSIONS

Even though on-demand learners experience the course on their own, you can still assign learners a partner. For example, assign learning partnerships during the kickoff session and have each partnership spend ten minutes discussing a conversation they need to hold and want to work on during the course. Then, have learning partners meet virtually or in-person periodically throughout the course. **Learning partner sessions are recommended best practices, not official features of the courses.**



These are just a few examples of tools and options you can use to blend the Crucial Learning formats. Crucial Learning provides direction for blending learning formats in the trainer guide and throughout the courses.

What’s the next step?

To bring Crucial Conversations into your team or organization, **contact us at +41 21 320 60 63 or visit us at inspiringculture.org.**

Inspiring Culture is the authorized distributor of Crucial Learning in the French and Italian-speaking regions of Switzerland and in Northern Italy.