

Choosing the Right Modality for Developing Your Leaders

Leadership training has never been more urgent. Organizations realize that to survive in today's complex environment of hybrid and remote employees, they need leadership skills and organizational capabilities different from those that helped them succeed in the past.¹

"... leadership is a social process that involves influencing others. The systematic development of good leaders is fundamental to long-term organizational success."²



While leadership training was historically reserved for those who had been promoted to a formal people-management role, now most organizations believe leadership training is needed for every employee.³ Choosing the right training modality for your employees is essential. The largest driver of training effectiveness is matching learner preferences to the training methods used. Training effectiveness increases learners' job satisfaction, work clarity and work-life balance. Effective training also results in learners feeling more supported by their supervisors, and they consider their job to be a more important part of their lives.⁴

There are times when an organization may need to leverage multiple modalities to satisfy the different learning preferences of their training audiences. In these instances, it's important to provide a consistent learning experience across the different modalities. By providing training through multiple methods, you are more likely to address learner preferences, which increases training effectiveness.⁵



In-Person Instructor-Led

Through a combination of live, instructor-led training, role-playing and skill-building activities, this classic format provides ample opportunities for face-to-face practice and application. Participants learn with a skilled instructor on-hand and by interacting with each other.



Learners can engage with each other and the facilitator



May be costly if travel, lodging, handouts, food are included

Self-Paced

This option uses web-based modules to provide participants with the required knowledge and skills using interactive scenarios, case studies, gamification and additional activities without the need for an instructor.



Information provided is consistent as each learner receives identical information



Enables reflection and increases participation for introverted learners



Allows flexibility



No live interaction or dialogue with a facilitator



Virtual Instructor-Led

Virtual instructor-led training is a modality that takes the ILT experience and reformats it to create a digital learning experience. The goal of virtual ILT is to simulate the feeling of being in the classroom with the added benefit of saving time and avoiding the cost of travel, lodging, handouts and/or food.



No travel required; participants can be dispersed



Requires some technical knowledge from participants



Learners can engage with each other and the facilitator

Digital Blended

Digital blended is a newer option that came about because of an increasingly dispersed workforce. Digital blended delivers a combination of live virtual learning (synchronous) and independent learning completed at the learner's convenience (asynchronous) with facilitator feedback, social collaboration and cohorts.



A blend of multiple modalities that can reduce the negative aspects of any particular modality



Provides live sessions, which can be recorded for learners who are unavailable or to rewatch



Allows for cohort learning



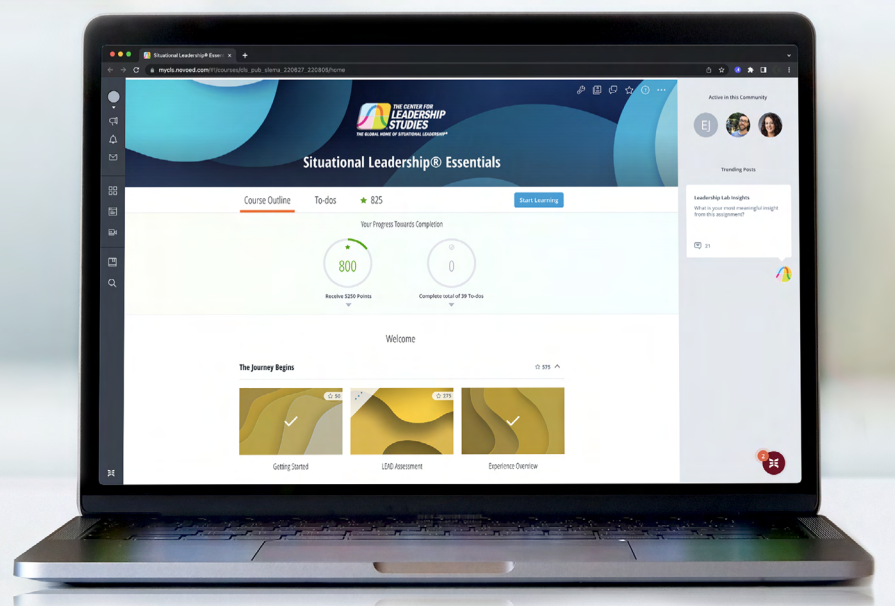
Encourages reflection and increases participation for introverted learners



Includes facilitator feedback



No live interaction or dialogue with a facilitator



As an internationally recognized leadership training provider, our team at The Center for Leadership Studies (CLS) takes a thoughtful approach to designing training that provides impactful, consistent learning experiences across all modalities. Contact our team to learn about our latest multimodality offerings for developing your leaders!

Contact us to learn more!

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¹ hbr.org/2019/03/the-future-of-leadership-development

² shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/developing-organizational-leaders.aspx

³ Creating Leadership Development for Every Employee, Training Industry Group

⁴ What Learners Want: Strategies for Training Delivery, trainingindustry.com

⁵ What Learners Want: Strategies for Training Delivery, trainingindustry.com