

## tips on hybrid training formats

We would like to offer you only **outstanding** training solutions that enable maximum learning effects in an interactive and exciting way.

Our own experience with hybrid trainings shows that this format cannot be recommended. We would like to introduce you to the reasons in the following.

**1. Top-class equipment or mediocre results:** In the on-site training room, top-class microphones are required for all participants, as well as several very good cameras. For example, one camera should be aimed at the trainer, one at the participants and at least one on the flipchart and pinboard. You have to switch back and forth between these cameras.

**2. We lose diversity in methods and thus learning effect,** because: Some things work excellently on-site, others are convincing in virtual space; high-quality and goal-oriented methods that work in both worlds, on the other hand, are rare.

**3. The trainer's attention is limited:** often either the on-site or the online group is more in focus; depending on which side contains more people and whether the trainer is on-site or in the virtual class room. This is purely human, because our attention simply is limited.

**4. Acoustic challenges:** the on-site participants and the virtual participants sometimes do not get along well acoustically. For example, if there is background noise, if many people are speaking at the same time or microphones are not available in sufficient number or quality. In this case, the trainer has to act as a "translator", which costs time and makes the training less fun.

5. A lot of time is lost due to the challenges described. With a one-day training format, **we expect to lose approx. one hour due to waiting and explanation as well as technical challenges associated with the hybrid way of working.** This means, we have less for imparting knowledge and skills.

6. Higher preparation efforts for hybrid training events = higher costs: If you consider **the higher costs, the increased effort and the lower learning effect with hybrid trainings,** two separate events [one online and a second one on-site] or a joint online training are the much better choice.

