

# Best Practices in Online Learning

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**Study. Learn.  
Earn. Simple.**

**Professional Development**

# What You Can Take Away Today

- Why Online Learning?
- Motivating Participation
  - Learning Styles
  - Expectations & Introductions
  - Discussion forums
  - Participant Practice
- Continuous Learning (PDCA cycle)



## ***“Notes from the Field”***

Learning & Development

Instructional Design

Subject Matter Advisor?

Teacher Learning about Learning?



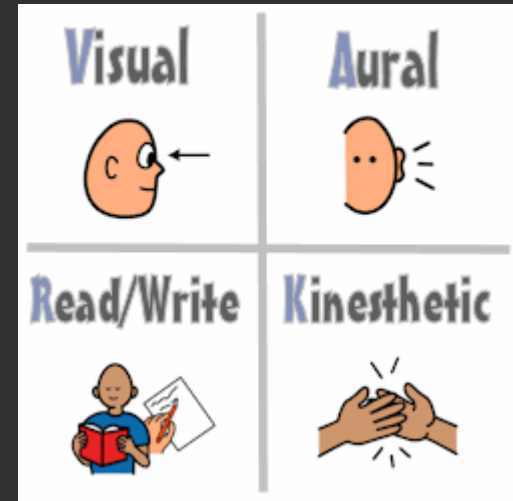
# Advantages of Online Learning

- **Student / Participant**
  - Available *when* training is needed
  - *Cost effective* vs. classroom training
  - Can *review and repeat* information



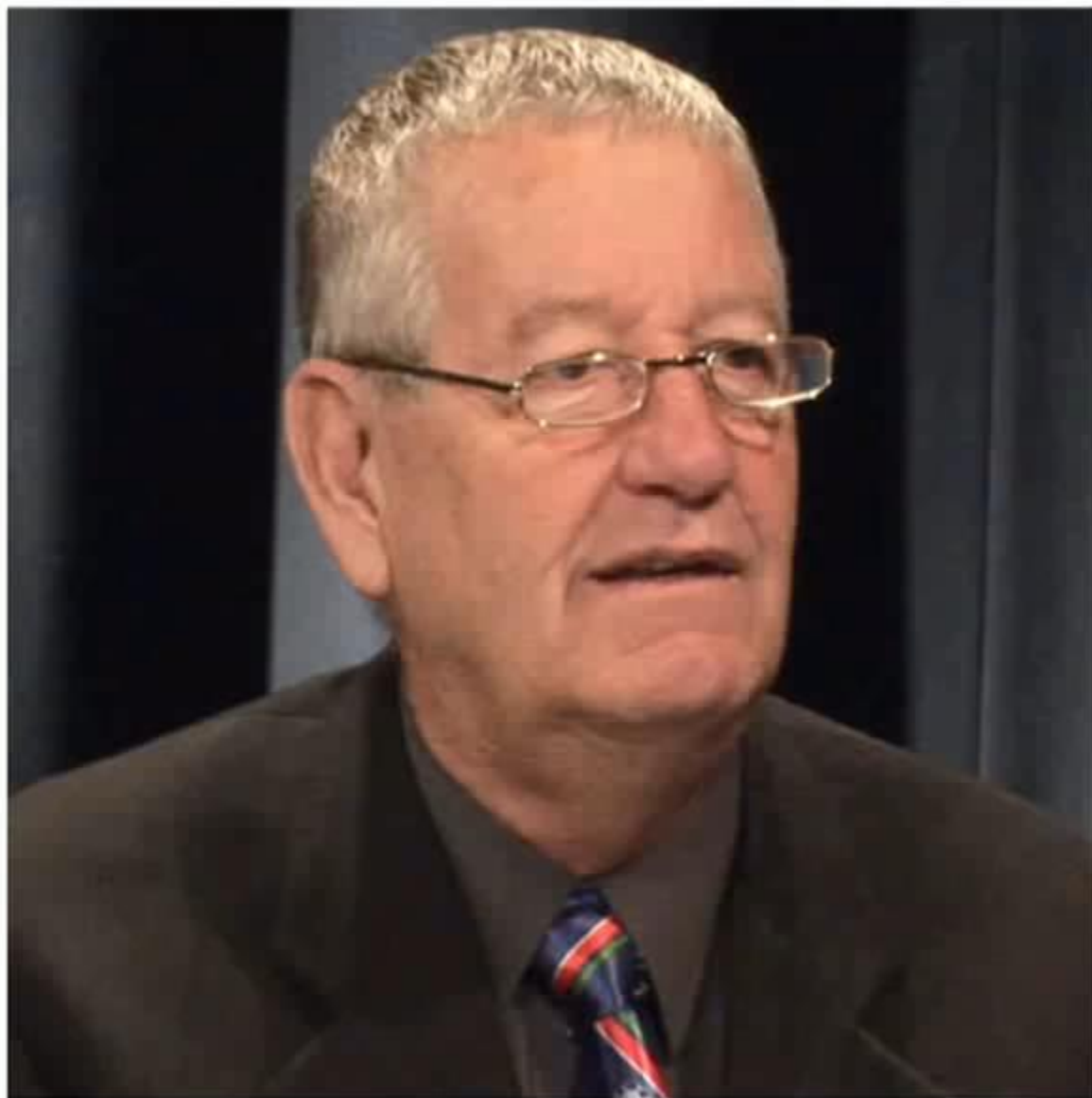
# Challenges in Online Learning

- Not everyone learns the same way
  - Online learning needs to stimulate
    - Visual (graphical)
    - Auditory
    - Reading/Writing
    - Kinesthetic (hands-on)
- VARK Questionnaire
  - Instructors & students often have different styles



Neil D. Fleming

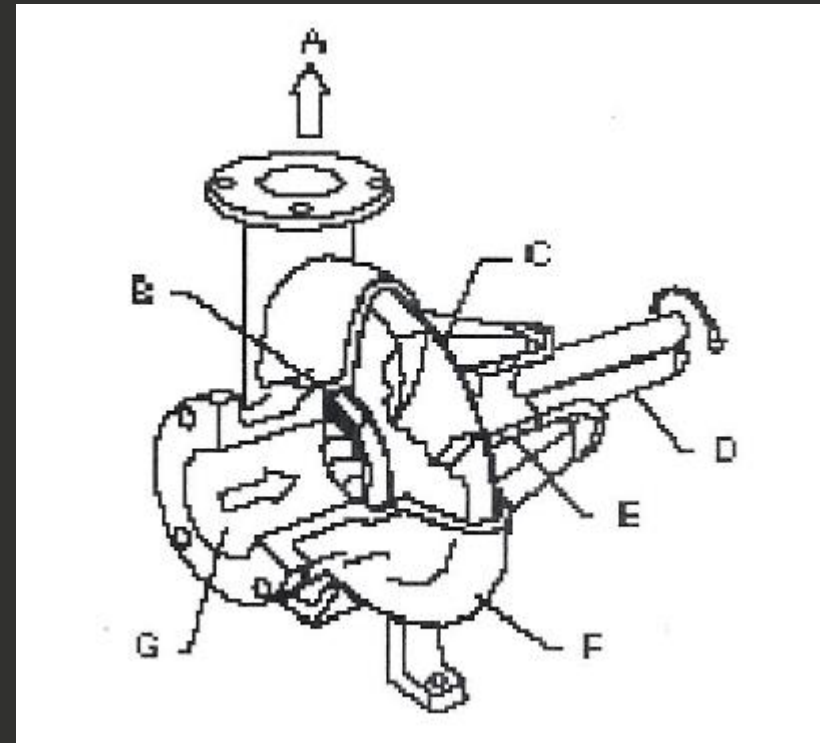
Describe the  
different learners  
VARK identifies.



# Different Modalities in Online Learning

## Visual/Graphic

- Intro to Process Technology
  - Draw a flow diagram of your home's plumbing system
  - Label parts of a pump for homework
  - YouTube videos showing cutaway views of equipment





# Different Modalities in Online Learning

## Auditory

- YouTube recordings of lectures
  - Benefit: Accessible 24/7
- Other Learning Management Systems combining video with audio
- Short “cartoons” to explain new concepts
  - Limit to about 3 minutes

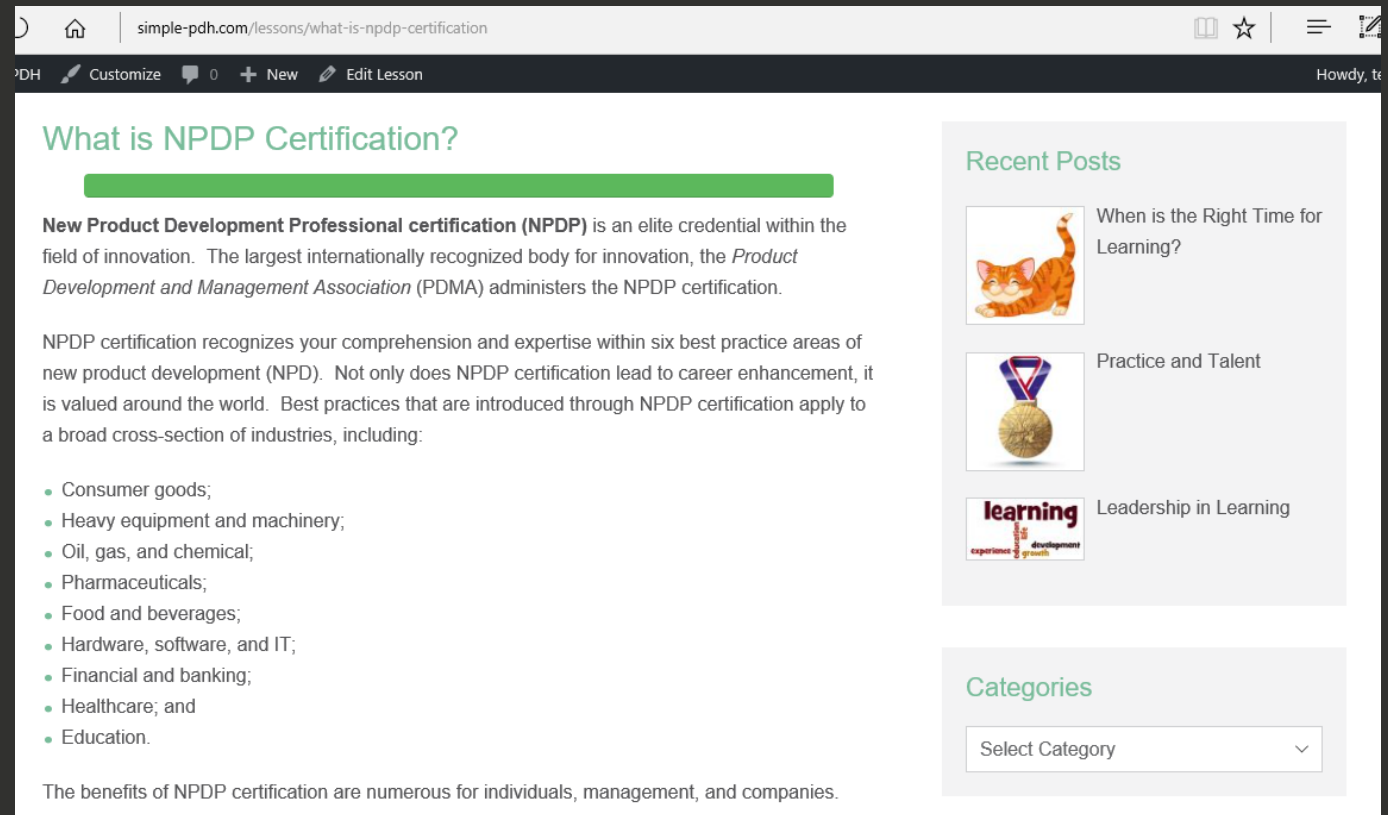




# Different Modalities in Online Learning

## Reading/Writing

- Textbook – read the chapter
- Short articles or blogs
- Copies of notes in YouTube lectures
  - Bullet points
- Copies of transcripts in YouTube lectures
  - Full text



The screenshot shows a web browser displaying the page [simple-pdh.com/lessons/what-is-npdp-certification](http://simple-pdh.com/lessons/what-is-npdp-certification). The page title is "What is NPDP Certification?". The main content area includes a paragraph about the New Product Development Professional (NPDP) certification and a bulleted list of industries it applies to. The sidebar on the right contains "Recent Posts" with three entries: "When is the Right Time for Learning?" (with a cat icon), "Practice and Talent" (with a medal icon), and "Leadership in Learning" (with a "learning" logo). Below the posts is a "Categories" section with a dropdown menu labeled "Select Category".

**What is NPDP Certification?**




**New Product Development Professional certification (NPDP)** is an elite credential within the field of innovation. The largest internationally recognized body for innovation, the *Product Development and Management Association* (PDMA) administers the NPDP certification.

NPDP certification recognizes your comprehension and expertise within six best practice areas of new product development (NPD). Not only does NPDP certification lead to career enhancement, it is valued around the world. Best practices that are introduced through NPDP certification apply to a broad cross-section of industries, including:

- Consumer goods;
- Heavy equipment and machinery;
- Oil, gas, and chemical;
- Pharmaceuticals;
- Food and beverages;
- Hardware, software, and IT;
- Financial and banking;
- Healthcare; and
- Education.

The benefits of NPDP certification are numerous for individuals, management, and companies.

**Recent Posts**

-  When is the Right Time for Learning?
-  Practice and Talent
-  Leadership in Learning

**Categories**

Select Category ▼

# Different Modalities in Online Learning

## Kinesthetic

- Challenging for online
- Process Tech students and Operators are “hands-on”
- YouTube videos showing how equipment works
- Share experiences in discussion forums



# Motivating Online Learners

- **Monitor participation**
  - Start with small activities
    - Acknowledge syllabus
    - Introductory discussion forum
- **Provide timely feedback**
  - Typically within week of submission
  - Detailed feedback
    - References specific work effort



# Learning Involves Practice

- Opportunities for Practice
  - Homework
  - Practice Quizzes
  - Sharing in Discussion Forums
- Practice validated by feedback



# Discussion Forums

- **Benefits**
  - Asynchronous communication
  - Validates written language skills
  - Team learning activity for course
- **Challenges**
  - Not always valued by participants
  - Requires monitoring & feedback
  - Lack of voluntary participation

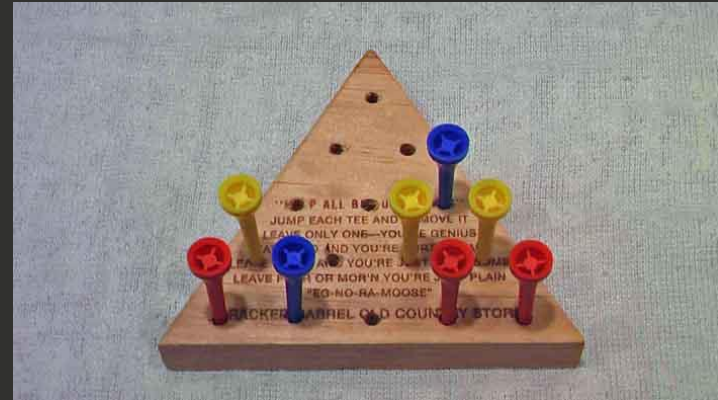


# Kinesthetic Learning

Let's Play a Game!

# Triangle Peg Game

- How many solved the game?





# PDCA Cycle

- Used in quality management, research
- Plan, Do, Check, Act
- Repeat the exercise with your team
  - *Plan* your moves
  - *Do* – document the moves
  - *Check* your strategy
  - *Act* by improving your plan



# Implementing PDCA in Triangle Peg Game

- How many solved the game using a distinctive learning strategy (PDCA)?



# Apply PDCA to Your Online Learning

- **PLAN**
  - What are your goals?
- **DO**
  - Which learning method needs attention (VARK)?
- **CHECK**
  - Implement the learning activity
- **ACT**
  - Analyze results and repeat cycle



# Key Take-Aways for Online Learning

- Online learning has many advantages for students
- Need to provide information in multiple formats
  - Use the VARK model for each element of learning
  - Students & Instructors might have different learning styles
- Engage and motivate students
  - Early activities
  - Discussion forums



# Your Call to Action

- **Plan-Do-Check-Act**
  - What are your expectations for online learning?
  - Test and invest in continuous improvement
- **Use Your Business Card**
  - Write down your #1 online learning goal on back
  - Drop in the basket
  - Accountable with one-month follow-up!



# Who We Are

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