Effective Virtual and Hybrid Training Delivery Training Course



02 - 06 Nov 2026

Paris

5800 € (Per Person)

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Course Introduction / Overview:

The global shift towards remote and flexible work has fundamentally transformed corporate learning and development. Managing virtual and hybrid training delivery systems is no longer a niche skill but a core competency for modern trainers and L&D professionals. This course provides a comprehensive roadmap for designing, delivering, and managing high-impact training programs in digital environments. It moves beyond basic webinar hosting to explore the strategic integration of synchronous and asynchronous learning, advanced facilitation techniques, and the psychology of remote learner engagement. As discussed by leading educational psychologist Dr. Curtis Bonk in his work, including "The World Is Open: How Web Technology Is Revolutionizing Education," the key to successful online learning lies in creating rich, interactive, and human-centric experiences. This program, offered by BIG BEN Training Center, is meticulously designed to equip participants with the practical skills and strategic foresight needed to build and sustain a successful blended learning culture, ensuring training initiatives deliver measurable results and drive organizational performance in the new era of work. We will delve into best practices for leveraging technology not as a barrier, but as a bridge to more effective and accessible employee development.

Target Audience / This training course is suitable for:

- Corporate Trainers and Facilitators.
- Learning and Development (L&D) Managers and Specialists.
- Human Resources (HR) Professionals.
- Instructional Designers and Curriculum Developers.
- Team Leaders and Department Heads responsible for team training.
- Subject Matter Experts (SMEs) who deliver training.
- Organizational Development Consultants.
- Anyone transitioning from in-person to virtual or hybrid training delivery.

Target Sectors and Industries:

- Information Technology and Telecommunications.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Consulting and Professional Services.
- Manufacturing and Engineering.
- Retail and E-commerce.
- Governmental Bodies and Public Sector Agencies.
- Non-Profit Organizations.
- Education and Academia.

Target Organizations Departments:

- Human Resources.
- Learning and Development.
- Training and Employee Development.
- Operations and Production.
- Sales and Customer Service.
- Information Technology (IT) Support.
- Project Management Office (PMO).
- Any department responsible for internal knowledge transfer and upskilling.

Course Offerings:

By the end of this course, the participants will have able to:

- Design effective and engaging learning experiences for virtual and hybrid audiences.
- Select and utilize the appropriate technologies and platforms for different training needs.
- Master advanced virtual facilitation skills to maximize learner participation and engagement.
- Manage the unique logistical and technical challenges of hybrid training delivery.
- Develop strategies for blending synchronous and asynchronous learning activities effectively.
- Create inclusive and accessible digital learning environments for diverse participants.
- Implement robust methods for assessing learner comprehension and performance remotely.
- Measure the return on investment (ROI) of virtual and hybrid training programs.
- Adapt instructional design principles for the digital context.
- Foster a sense of community and collaboration among remote learners.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, practical, and highly interactive, mirroring the very principles of effective virtual engagement taught within the course. We believe that learning is most effective when it is applied. Therefore, this program moves beyond theoretical lectures to a hands-on, workshop-style environment. Participants will engage in live, facilitated virtual sessions featuring interactive polls, digital whiteboards, and collaborative breakout rooms to experience best practices firsthand. The curriculum incorporates real-world case studies, allowing participants to analyze and solve complex challenges associated with hybrid training implementation. Group discussions and peer-to-peer feedback sessions will be integral, fostering a collaborative learning community. Participants will work on practical projects, such as designing a mini-hybrid training module, which they will present for constructive review. Our expert facilitators provide personalized coaching and continuous feedback to ensure that each participant can confidently apply the learned skills and strategies directly to their professional roles, transforming their approach to digital training delivery.

Course Agenda (Course Units):

Unit One: Foundations of Modern Training Delivery

- Defining the virtual, hybrid, and blended learning landscape.
- Understanding the key differences between synchronous and asynchronous learning.
- Exploring the psychology of the remote learner and adult learning principles.
- Identifying the core competencies of a successful virtual facilitator.
- Analyzing the benefits and challenges of hybrid training models.
- Conducting a needs analysis for digital training initiatives.
- Mapping the learner journey in a blended environment.

Unit Two: Instructional Design for Virtual and Hybrid Environments

- Adapting traditional content for digital delivery.
- Structuring engaging virtual training sessions for maximum impact.
- Designing effective asynchronous learning activities and resources.
- The art of storytelling and scenario-based learning in a virtual setting.
- Creating visually appealing and instructionally sound presentation materials.
- Integrating microlearning and gamification elements to boost engagement.
- Ensuring accessibility and inclusivity in digital course design.

Unit Three: Mastering the Technology and Tools of the Trade

- Conducting a comprehensive review of virtual training platforms (VILT).
- Utilizing learning management systems (LMS) to support hybrid programs.
- Leveraging collaborative tools like digital whiteboards and shared documents.
- Mastering interactive features such as polls, quizzes, and breakout rooms.
- Essential technical setup and pre-session checklists for facilitators.
- Troubleshooting common technical issues with confidence.
- Ensuring data privacy and security in virtual training environments.

Unit Four: Advanced Facilitation and Engagement Strategies

- Establishing presence and building rapport in a virtual classroom.
- Techniques for managing group dynamics and participation online.
- Facilitating effective discussions and Q&A sessions.
- Strategies for keeping learners focused and combating digital fatigue.
- Managing hybrid sessions with both in-person and remote participants.
- Handling challenging participants and situations in a virtual setting.
- Using virtual breakout rooms for effective small-group collaboration.

Unit Five: Evaluation, Feedback, and Continuous Improvement

- Designing effective assessments for virtual and hybrid learning.
- Implementing the Kirkpatrick Model of evaluation in a digital context.
- Gathering, analyzing, and acting on learner feedback.
- Calculating the return on investment (ROI) of digital training programs.
- Developing a personal action plan for continuous skill development.
- Staying current with emerging trends and technologies in L&D.
- Building a sustainable culture of learning within a hybrid workforce.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

As artificial intelligence becomes more integrated into learning platforms, how might the role of the human facilitator in virtual and hybrid training evolve from an instructor to a learning architect?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond a purely technical overview of software and platforms. While many programs focus on which buttons to press, our curriculum is built on a foundation of educational psychology and strategic communication. We concentrate on the human element of digital learning, equipping participants with the advanced facilitation skills needed to create genuine connection, foster psychological safety, and drive deep engagement in a virtual or hybrid setting. The course emphasizes strategic instructional design, teaching participants how to architect comprehensive blended learning journeys rather than just delivering standalone webinars. We delve into the nuances of managing a hybrid classroom, a complex skill often overlooked, providing practical strategies for ensuring an equitable experience for both in-person and remote attendees. Rather than providing a generic toolkit, we guide participants in developing a critical mindset to select, adapt, and implement the right strategies and technologies for their specific organizational context, ensuring a sustainable and impactful approach to modern corporate training.