Remote Onboarding is the “New Normal”

4 WAYS TO CONVERT YOUR CLASSROOM ONBOARDING TO VIRTUAL
Remote Onboarding is the "New Normal"

When Bob Dylan wrote “The Times They Are a Changing,” he probably had no idea that 56 years later the world would experience a pandemic that would shift every way in which businesses work, train and thrive.

Yes, times are uncertain and challenging for a lot of people and organizations. But there’s also an incredible opportunity to seize the moment and embrace this paradigm shift through agile thinking, leading and learning.

As businesses strive to perfect social distancing, they still need to operate and conduct business—no matter how unusual the circumstances might be. Sales must be made. People need to be hired.

Onboarding needs to be done.

To do that, innovative thinking and learning is required. Here are some things you can do to onboard employees in the new normal.
Blend, blend and blend some more.

Due to COVID-19, standard classroom training for onboarding is officially obsolete. This is the shining moment for virtual instructor-led training (vILT). Luckily, tools like Adobe Connect or Zoom allow you to run vILT sessions, break out participants into group activities, poll participants and use whiteboards to brainstorm and discuss content.

Get creative! Mix things up by using videos. Create and use eLearning as pre-work or post-work. However you do it, take advantage of this opportunity to experiment and build a case for never running another classroom “Death by PowerPoint” training again.
Learners who are onboarding want to know what they’re going to face on the job and how they’re supposed to handle it. Creating scenario-based training engages learners while preparing them for what’s to come.

We recently transformed a communications giant’s Onboarding training. In the old classroom training, participants worked on modems and troubleshooted by doing things like unplugging and plugging them back in. To capture the experience virtually, we created online simulations that allowed learners to go through the steps and practice solving problems without ever being in the same room!
Most people are competitive by nature. Allowing participants to earn points, badges or prizes through gamification is a great way to get them excited about onboarding.

We kept that in mind when we remotely onboarded recent college graduates to run operations centers for a distribution behemoth. Through gamification, we challenged learners to make decisions they would face on the job like, “The electricity just went out in the warehouse. What will you do next?”

The fast pace of the game simulated how learners would need to make quick, smart decisions on the job. And learners loved that it was fun!
Be agile.

- It’s a brave new world and the most courageous leaders will take chances.
- Some outcomes will be great, and some won’t. But the ability to prototype and iterate will allow for you and your organization to learn, grow and thrive.
- After all, you won’t know what works until you try it.
As Bob Dylan sang all those years ago,

“You better start swimmin’ or you’ll sink like a stone.”

So, take a chance and try something new when it comes to onboarding training.

We’re here to help.
About CoreAxis

CoreAxis designs and delivers immersive learning programs. We are creative and practical; combining our high quality models, eLearning best practices and a memorable user experience through all digital modalities.

Our innovative agency solutions are award-winning - from high-impact in class and virtual training to eLearning and VR, our programs provide learners with the concepts and practical application experiences to see measurable results in individual and team performance.

For a full list of our services and custom solutions, please visit www.coreaxis.com