

# Lessons from the vILT scramble

vILTs were already a thing when the pandemic grounded the world in 2020, but shelter-in-place orders definitely accelerated our adoption of the virtual space. Now that we're over the hump of necessity, we can refine our vILT approaches in earnest. Polish your vILT practice and chart some new territories with these strategies, best practices, and considerations.



## Strategies

- ✓ Utilize the **Design Thinking problem statements** to identify the Who, What, When, Where, and Why for your design.
- ✓ **Start with the end in mind** by walking through how you'll evaluate your program. What must-have content do you need to include, and how will you measure knowledge transfer? What are your vILTs metrics of success?
- ✓ Get the word out by **marketing your vILT!** Let people know it's happening, and make sure they see the value in attending!



## Best Practices

- ✓ **Creativity is key!** A vILT isn't simply an ILT presented online. Explore impactful ways to translate existing ILT activities to vILT-friendly activities.
- ✓ The old adage still holds true: **Practice makes perfect!** Rehearsal and dry runs are essential steps in working out the kinks and feeling confident in your content.
- ✓ Set your participants up for success by setting expectations and providing ground rules and guidance on **virtual etiquette**.



## Considerations

- ✓ Remember that **technology** should support you, not hinder you. Select technology that best supports the vILT but pass on shiny objects that don't add value.
- ✓ Pick a facilitator who vibes with the space! Not all ILT facilitators can translate their skills to virtual spaces. Be sure your facilitator can **engage** Zoom-weary attendees.
- ✓ Confirm that you've got the **right people** (i.e., moderators, producers, co-facilitators) supporting the effort. Nail down your resourcing needs sooner rather than later.

## Looking to transform your vILTs?

Let's chat about your learning needs and how to elevate your virtual training to new heights.

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