

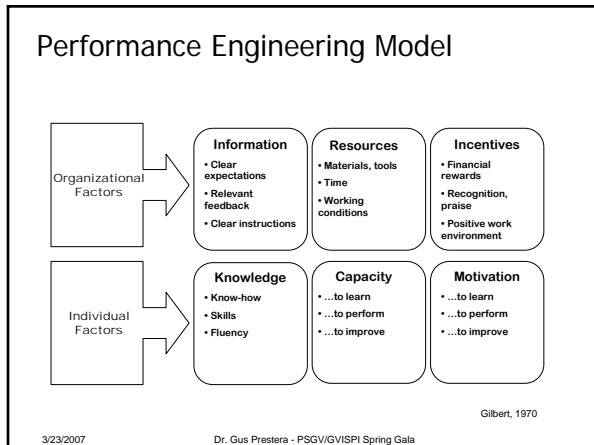
PENNSYLVANIA STATE UNIVERSITY
Great Valley

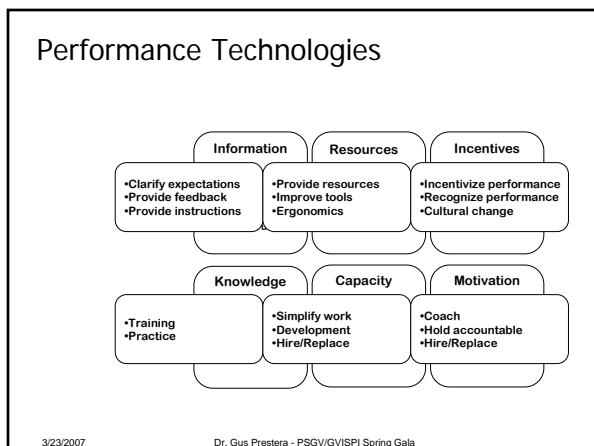
GVISPI

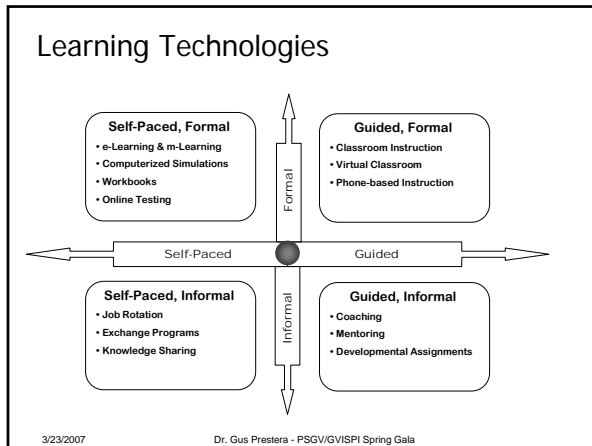
Spring Gala: A Season of Fresh Ideas for Training and Performance Professionals

A Performance-Based Approach to Blended Learning

 **Gus Prestera, PhD, CPT**
Adjunct Professor, Penn State University
President, effectPerformance, Inc.





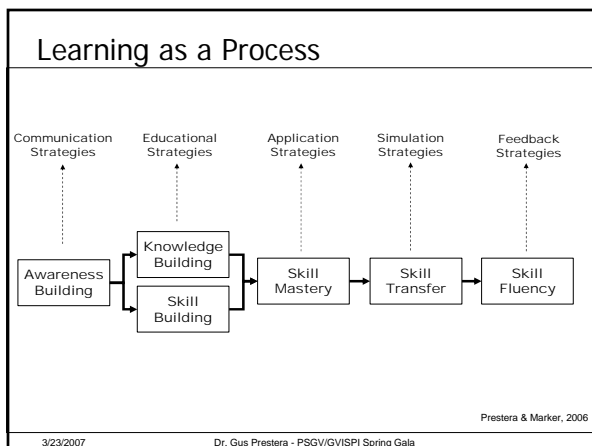


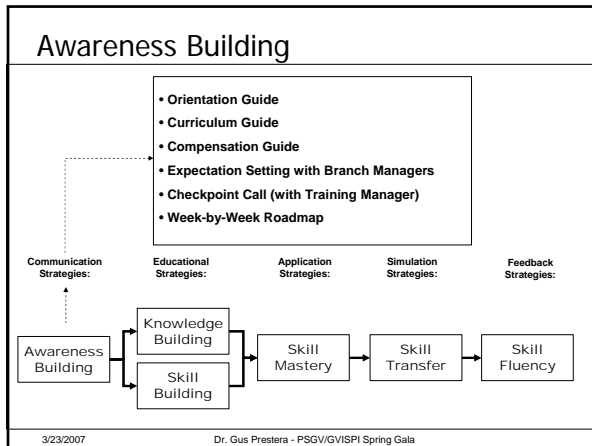
Approaches to Blended Learning

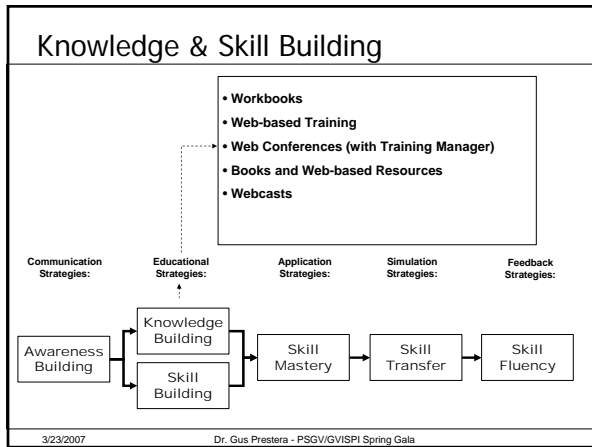
Marker & Presteria, 2006

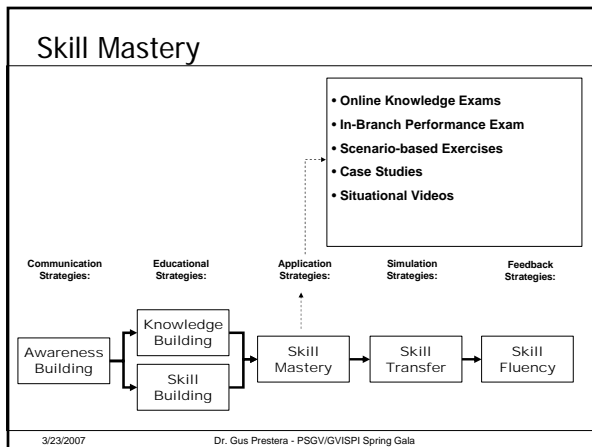
Approach	Description	Best Suited For...
1. Stitching	Combining different media and delivery technologies based on cost/benefit profile	Leveraging existing resources and minimizing costs
2. Styles	Matching the media and delivery technology with audience learning styles	Increasing participation in training and raising learner satisfaction
3. Bookend	Sequencing instruction such that e-learning comes before and after instructor-led training or such that instructor-led training comes before and after e-learning	Optimizing the time and investment involved with instructor-led training
4. Integrated	Develop a cohesive strategy for addressing a learning need that integrates multiple learning activities and involves both formal and informal learning	Developing mission-critical skills
5. Performance	Develop a cohesive strategy for addressing a performance need, leveraging not only formal and informal learning but also non-training performance improvement interventions	Addressing performance gaps

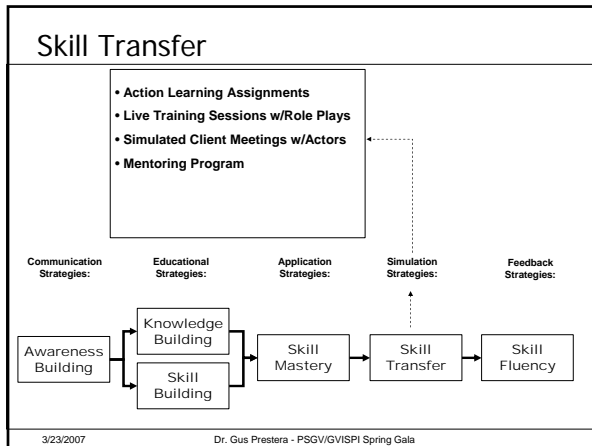
3/23/2007 Dr. Gus Presteria - PSGV/GVISPI Spring Gala

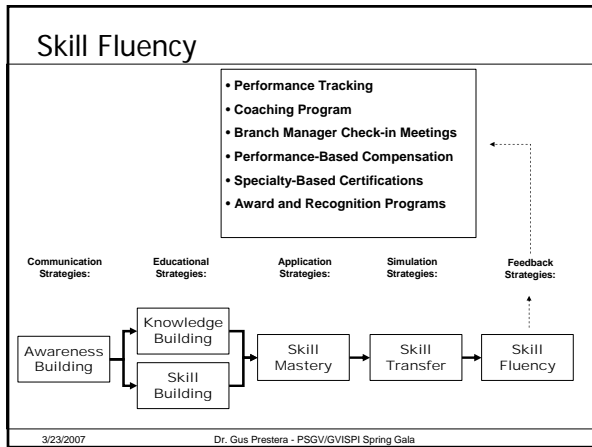


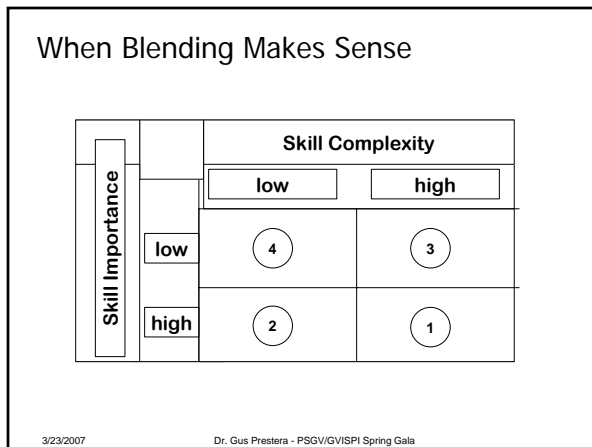














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