Virtual Action Learning

Bea Carson

Terminology:

- Virtual Learning
- Virtual Events
- Virtual Meetings

Best Practices in Virtual Meetings

What are some best practice s?
How would they apply to Action Learning?

What technology?

	Examples
Teleconference	Conference Calls
Videoconference	Skype Telepresence
Webconference	Goto Webinar AdobeConnect
3D Conferencing	Second Life

Teleconference

Leadership **Action Learning** Introductions Norms Skills Multitasking • Who's on How we will • Problem where? remember Presentation • Roll Call • Identify Real • Relationship • How will we Mute Problem to the team observe Other • Learnings Actions

Telepresence

Introductions

- Who's on where?
- Relationship to the team

Norms

 Same as when everyone is in the same room

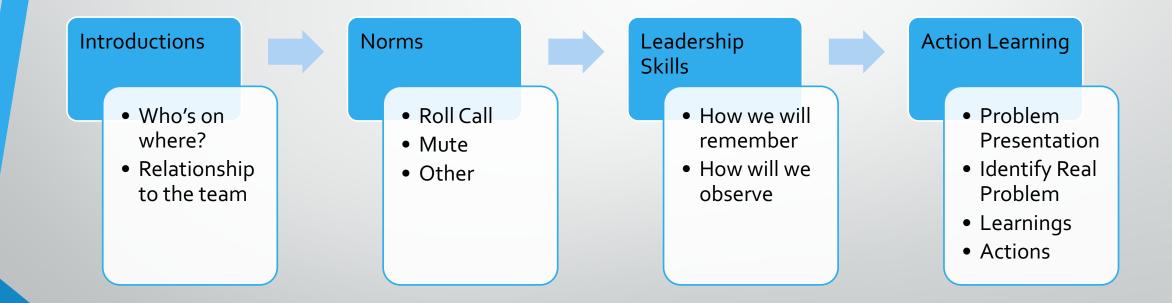
Leadership Skills

- How we will remember
- How will we observe

Action Learning

- Problem Presentation
- Identify Real Problem
- Learnings
- Actions

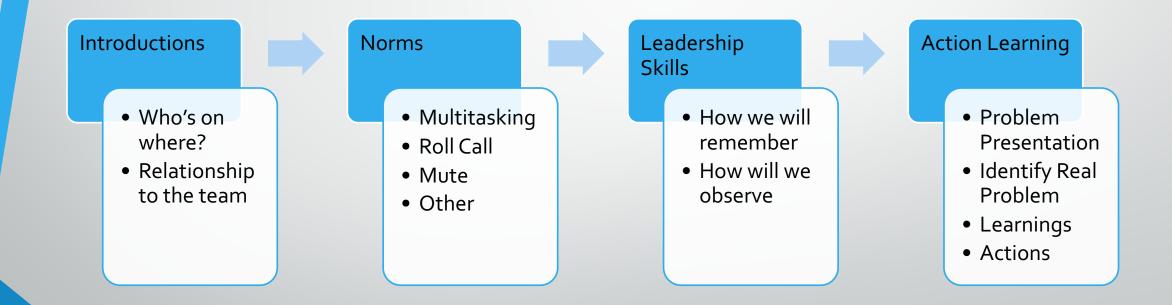
Videoconference



Webconference

Leadership **Action Learning** Introductions Norms Skills Multitasking • Who's on How we will Problem where? remember Presentation • Roll Call • Identify Real • Relationship • How will we Mute Problem to the team observe Other • Learnings Actions

3D conference



What works well?

- Saves on travel
- Tends towards more diversity
- Can more easily include people who are geographically disbursed

What could be better?

- Cost vs Bandwidth
- Lack of body language
- Collaboration tools

Lessons Learned

- Technology frequently doesn't cooperate
 - Be prepared with plan B
 - Turn off video if video conferencing
 - Email visuals ahead of time
 - Feedback and echoes
 - All participants hardwired
 - Headsets at least for the audio
 - Latest version of software

Lessons Learned (con't)

- Location of participants
 - Co-located vs independent
 - First meeting face-to-face
- Additional norms
 - No multi-tasking
 - Roll call for responses
 - Mute audio when not speaking

Success Stories

- Continuing with team where members know each other
- Continuing with team after 1st meeting
- Long term project some f2f / some conference call
- Preplanning for the calls i.e. leadership skill, what needs to be accomplished

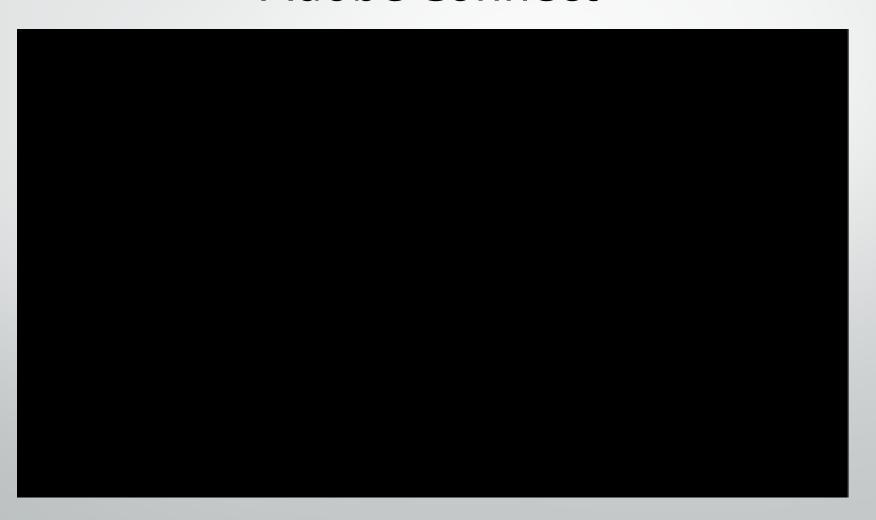
Group Skype



Google Hangout



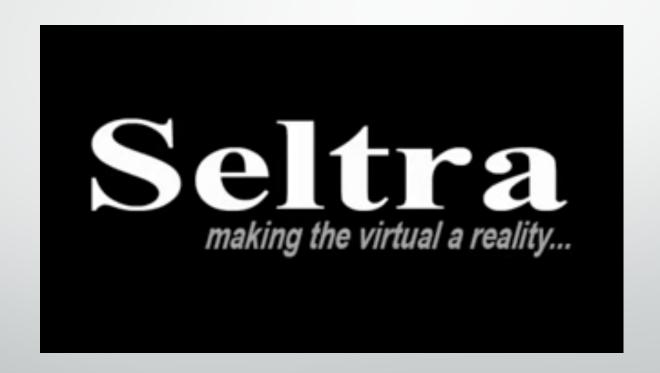
Adobe Connect



GotoMeeting



Second Life



Telepresence



Coaching Virtual Session

- Similarities
- Differences

Action Learning Session

How do we leverage technology in Action Learning

Credits

All videos from YouTube

• BEA.CARSON@WIAL.ORG