

GREAT FUN LEARNING

ROI's Blended Learning Approach

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All theory is gray – this is the principle behind ROI's approach to training. We make challenges in development and production tangible in our learning factories in Cologne and Prague – and acquiring knowledge about seven complex topics such as lean principles, PEP and quality management becomes a shared, interactive experience. Here the focus is on practical relevance and how to cope with concrete, company-specific issues. The use of haptic simulation and game-based elements make abstract learning content tangible while trainers with didactic and practical experience provide a context of concrete tasks for seminar participants. This ensures that learning results are highly effective and can be easily transposed to everyday working life.

Experience, efficiency and the sustainability of training results – these principles formed the foundations for the development of ROI's new Learning Management System. The platform, which has been available since the beginning of 2015, adds e-learning modules to the existing range of training courses at the two learning factories.

Firstly, the platform supplements face-to-face training by allowing learning content to be "pre-learned" before and systematically repeated and extended after interactive events. Secondly, with its focused tests the system also offers the possibility to rapidly and efficiently gain an exact picture of employees' current qualifications and to precisely define specific training requirements.

The e-learning environment can be accessed from anywhere, while a differentiated authentication system allows employees to integrate phases of learning in their working lives in an optimum manner, which reduces the opportunity costs of training to a minimum.

The structure of the new Learning Management System and the content, which is so far available in German, English and Czech, were optimized in close cooperation with test users and designed from a didactic perspective as well as with regard to technical performance and usability. The "game-based learning" approaches play an important role and transpose the playful approach of the face-to-face training seminars to the digital platform.

When combined with the face-to-face training seminars in the learning factories, the new platform thus creates the conditions for developing and efficiently implementing company-specific training programs and ensures their long-term success.

