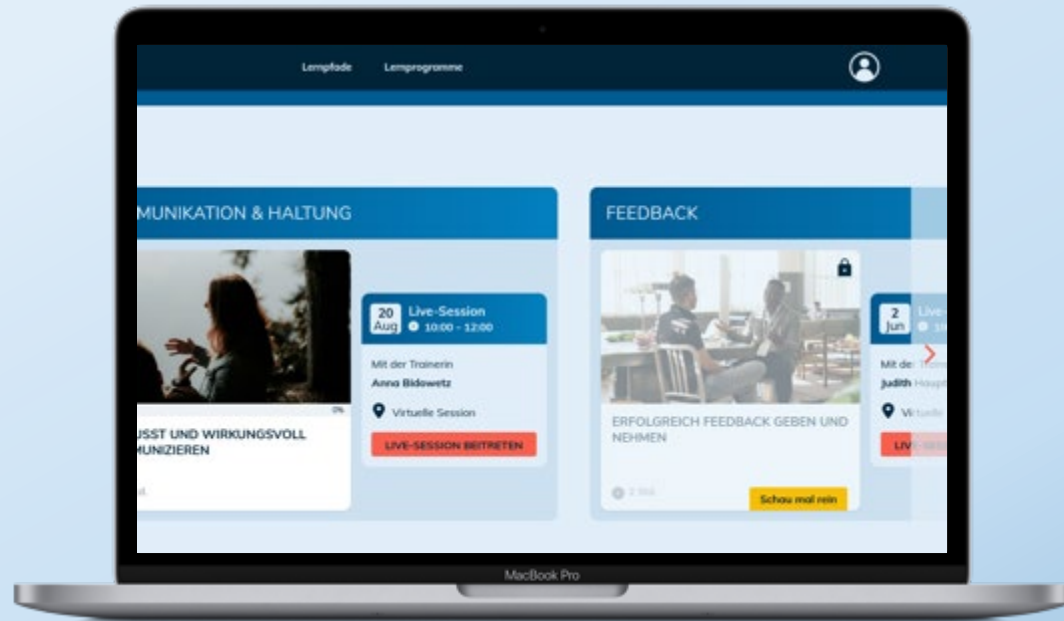




troodi 

BLENDED LEARNING JOURNEYS

BLENDED LEARNING JOURNEY – THE BEST OF TWO WORLDS



DIGITAL SELF-LEARNING COMBINED WITH PRACTICAL LIVE-SESSIONS LED BY EXPERIENCED TRAINERS & COACHES



BLENDED LEARNING JOURNEYS FOR LEARNING IN GROUPS

Troodi develops customized learning paths consisting of digital learning programs, live-sessions with experienced trainers and motivating e-mails with further micro-content. Our learning journeys are divided into many small learning units that increase effectiveness through the high number of touch points. By combining self-directed digital learning with group-based social learning, our Blended Learning Journeys can be easily integrated into participants' everyday working lives and guarantee high learner engagement and satisfaction.



DIGITAL LEARNING PROGRAMS

Self-directed learning with high-quality and diverse learning programs on multiple topics



E-MAIL NURTURING / STORYLINING

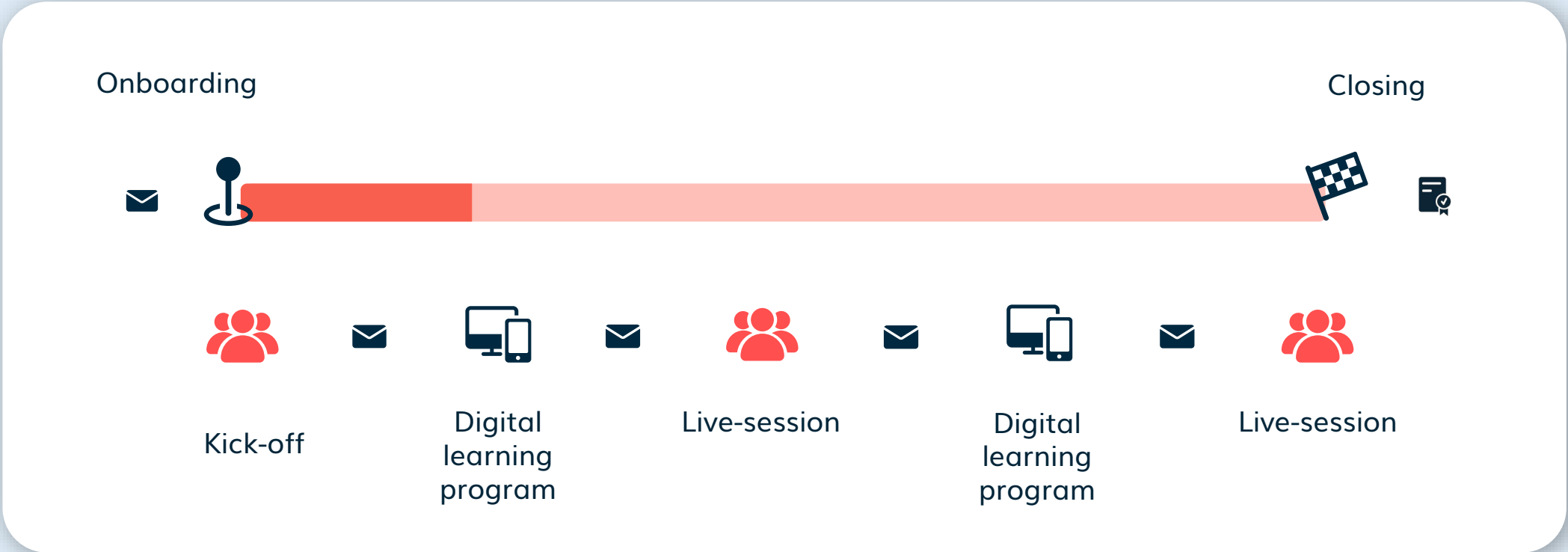
Framing and motivating e-mails with additional content and reflection tasks






(VIRTUAL) LIVE-SESSIONS

Live-training-sessions with a high practical component led by experienced trainers

BLEND ED LEARNING JOURNEY



 Self-directed learning  Live-sessions (virtual or on-site)  E-mail nurturing

Example process of a Blended Learning Journey

COMPONENTS OF A BLENDED LEARNING JOURNEY



DIGITAL LEARNING PROGRAMS

- ✓ Self-directed learning on an intuitive, modern platform
- ✓ Intuitive interface & clear dramaturgical structure
- ✓ Mix of methods including videos, worksheets, quizzes, anecdotes, gamification, and extra knowledge for in-depth learning
- ✓ High practical relevance and applicability of the content



(VIRTUAL) LIVE-SESSIONS

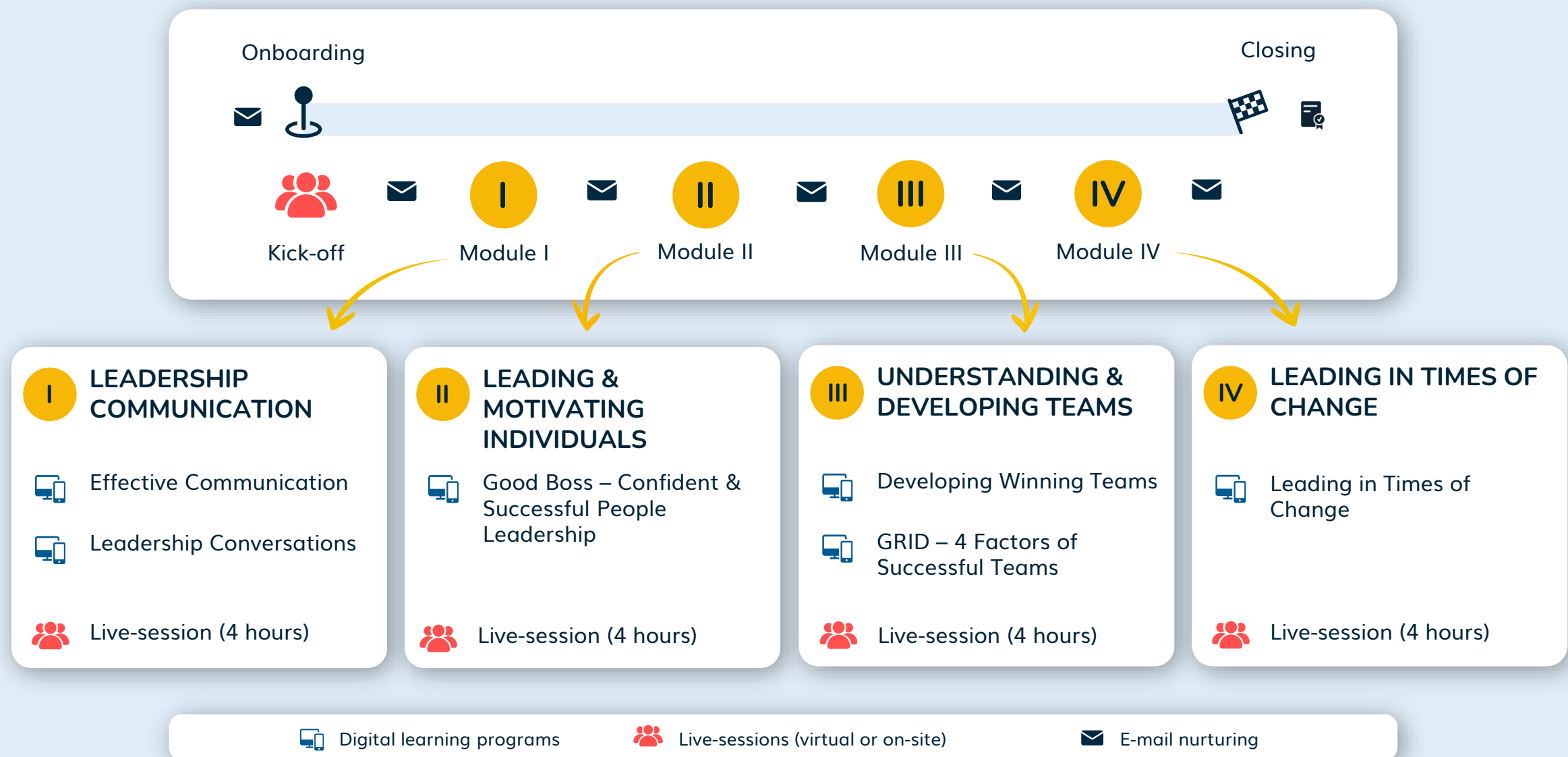
- ✓ Training, group work, and coaching led by experienced trainers
- ✓ Reflection and transfer of learning content to everyday working life
- ✓ Work on individual questions, cases, and challenges
- ✓ Small group size, community session, and practical projects for lasting learning effects



E-MAIL-NURTURING / STORYLINING

- ✓ Support throughout the entire learning path, process moderation, and in-depth knowledge building
- ✓ Onboarding of new users and introduction of the learning programs
- ✓ Activation and updates on learning progress
- ✓ Additional content as well as small challenges and reminders

PROCESS & CONTENT





I LEADERSHIP COMMUNICATION

- ✓ Reflection of own communication behavior
- ✓ Goal-oriented communication with basic communication models
- ✓ Conscious leadership communication
- ✓ Motivating delegation talks, constructive criticism, and feedback

II LEADING & MOTIVATING INDIVIDUALS

- ✓ Recognizing and utilizing own comfort zone as a leader
- ✓ Finding the right leadership style for each employee
- ✓ Recognizing the psychological needs of employees
- ✓ Shaping personal relationships, empowering employees, and promoting motivation

III UNDERSTANDING & DEVELOPING TEAMS

- ✓ Dimensions, phases, and measures of team development
- ✓ Team analysis & basics of systemic thinking
- ✓ Empowerment through common goals, creating role clarity, and communicating expectations
- ✓ Measures to further develop the team culture

IV LEADING IN TIMES OF CHANGE

- ✓ Understanding the dynamics of change and preparing for change processes
- ✓ Resilience and dealing with resistance
- ✓ Reflection of the overall learning path and insights gained

BLENDED LEADERSHIP DEVELOPMENT OVERVIEW



CONTENT

- ✓ Continuous Leadership Development in **4 modules**
- ✓ **6 digital learning programs**
- ✓ Approx. **7 hours** learning videos
- ✓ Approx. **80 pages** learning and reflection material
- ✓ **18 hours live-sessions** with an experienced trainer and coach
- ✓ Approx. **20 facilitating e-mails** with additional content and reflection tasks
- ✓ **Onboarding** of employees and **closing**
- ✓ Technical support



NOTE

This training concept can be adapted in format and content to the needs of the target group.

CLIENT ORGANIZATIONS



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allup

 Stadtwerke
Osnabrück

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SHOPS

IBM iX

 Reifenhäuser
Die Reifenhäuser

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