

Hyflex Learning Strategies

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www.newrealgoal.com

NRG
NewRealGoal
GAME-BASED LEARNING



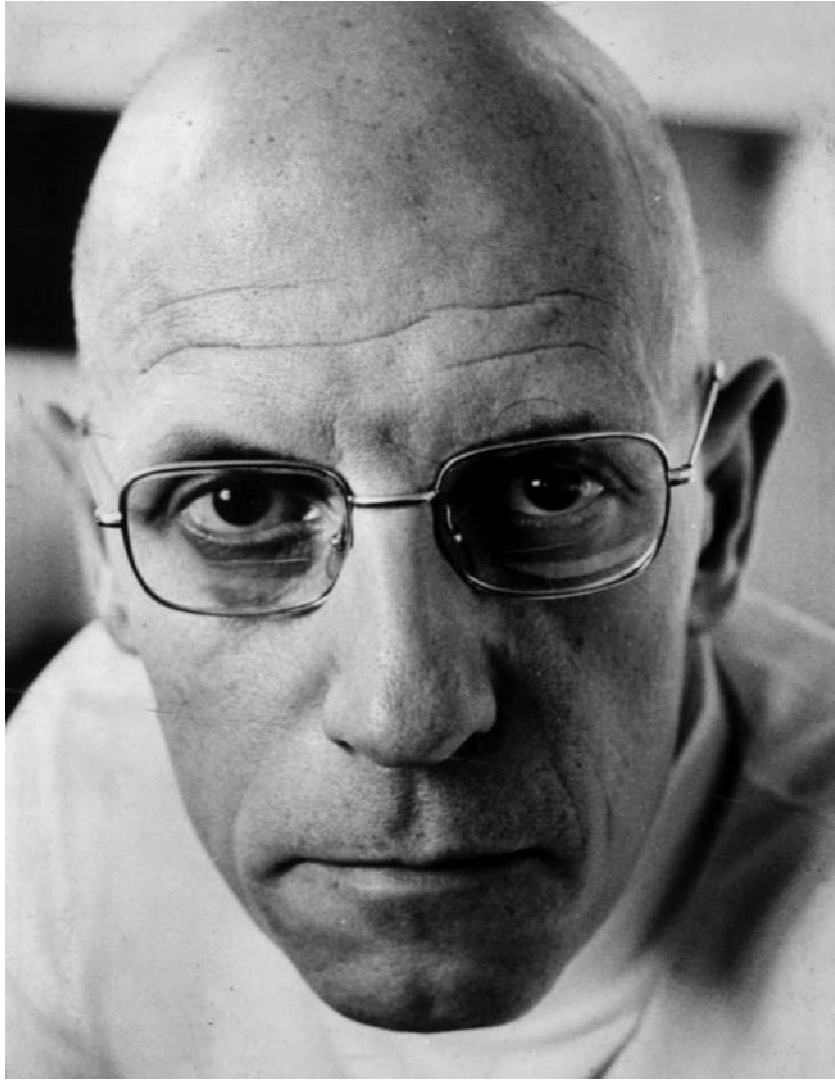
THE OUTLINE





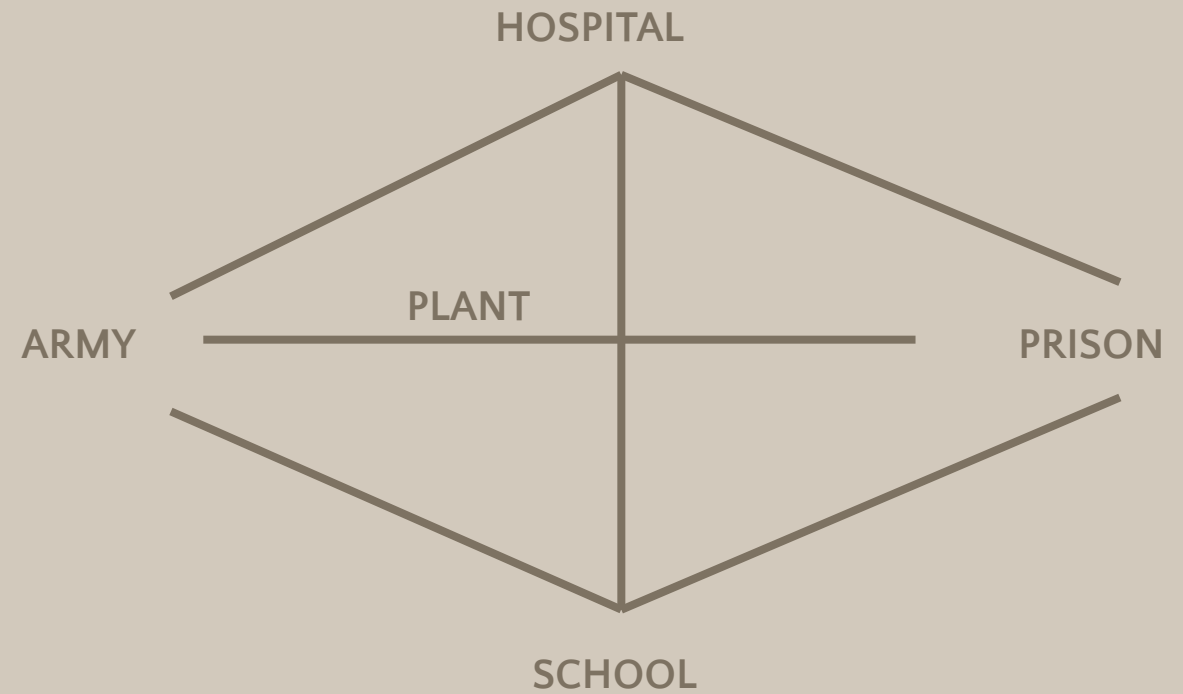
NRG (New Real Goal) is an international learning company for corporate, academic and public sector clients. Our mission is to enable the educational change by blended learning and **game-based learning solutions**





Michel Foucault:

Education as a part of repressive system



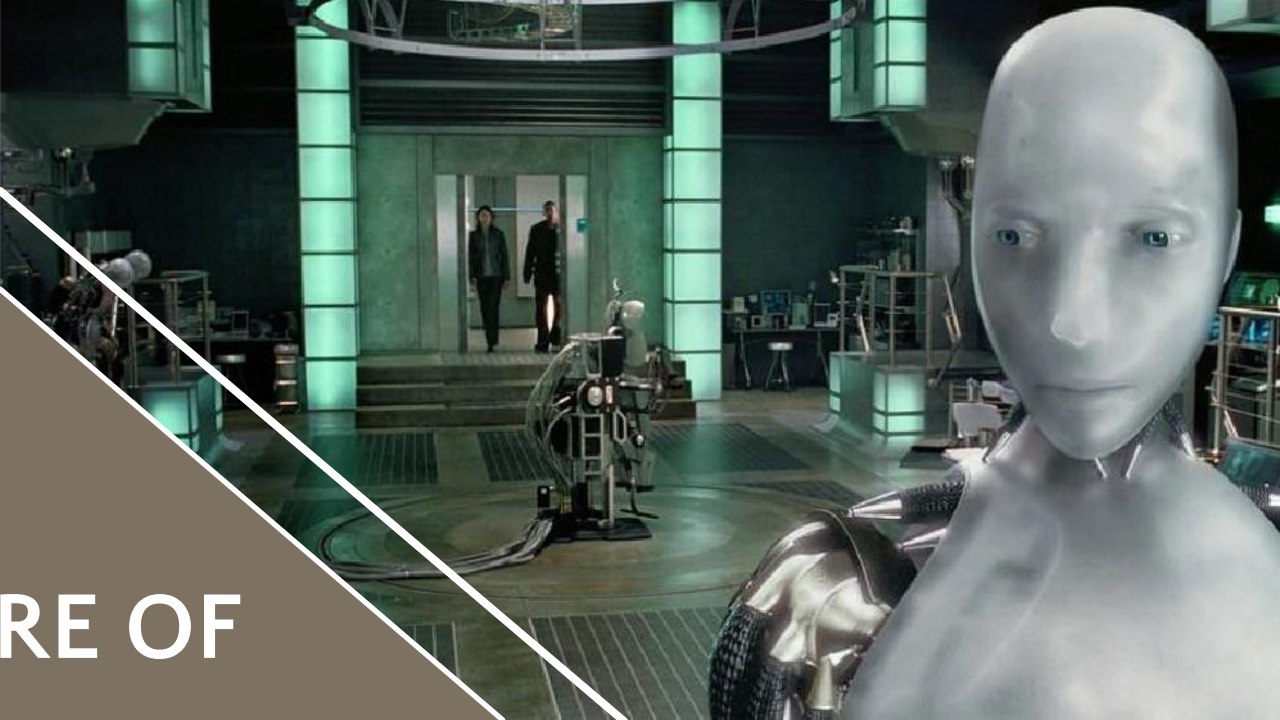
Prussian education system:

Sit up straight, arms bent, listen carefully and remain silent



NOT ONLY
CHILDREN
DON'T WANT TO
SEAT LIKE IT
USED TO BE





FUTURE OF
LEARNING



FIND THE DIFFERENCE

Training: 2 Tech revolution

1. In the institutions
2. In person
3. Human
4. Professional career /place in society
5. External control
6. Assessment by a teacher
7. Diploma

Future Learning: 3-4 Tech revolution

1. p2m2p, m2m, p2p
2. Online
3. Cyborg / Centaurus
4. Life path
5. Self control
6. Assessment by peers – tournaments, championships, competition
7. Forming of general ratings, blockchain

MEET THE MODERN LEARNER

As training moves to more digital formats, it's colliding with new realities in learners' jobs, behaviors, habits, and preferences.

Today's employees are overwhelmed, distracted, and impatient. Flexibility in where and how they learn is increasingly important. They want to learn from their peers and managers as much as from experts. And they're taking more control over their *own* development.

OVERWHELMED...

Number of times online every day
 early days of the Internet **5** | today **27**
41% of time workers spend on things that offer little personal satisfaction and do not help them get work done.

DISTRACTED...

Most learners won't watch videos longer than **4** minutes
 Knowledge workers are constantly distracted with millions of websites, apps, and video clips.

People unlock their smartphones up to **9** times every hour
 $\frac{2}{3}$ of knowledge workers actually complain that they don't have time to do their jobs

IMPATIENT...

Online, designers now have between **5** and **10** seconds to grab someone's attention before they click away
5 Workers now get interrupted as frequently as every **5** minutes—ironically, often by work applications and collaboration tools

1%
 of a typical workweek
 is all that employees
 have to focus on
 training and
 development

UNTETHERED

Today's employees find themselves working from several locations and structuring their work in nontraditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people consistently and even harder to develop them efficiently.



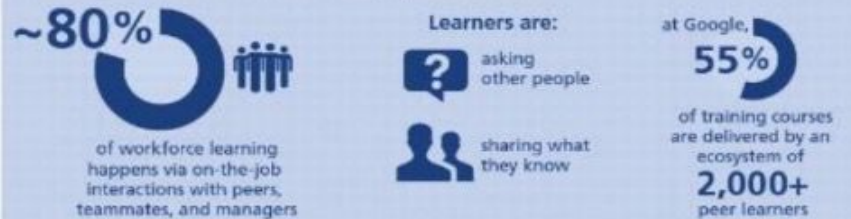
ON-DEMAND

Employees are accessing information—and learning—differently than they did just a few years ago. Most are looking for answers outside of traditional training and development channels. For example:



COLLABORATIVE

Learners are also developing and accessing personal and professional networks to obtain information about their industries and professions.



EMPOWERED

Rapid change in business and organizations means everyone needs to constantly be learning. More and more people are looking for options on their own because they aren't getting what they need from their employers.



SOURCES:
 "The Overwhelmed Employee: Simplify the Work Environment," Deloitte University Press
 "The Knowledge Worker's Day," Cisco
 "Make Time for the Work that Matters," Harvard Business Review
 "Collaboration & Social Tools Drive Business Resilience, Creating Milestones in Work Interactions," Harvard Business Review
 "Why Creating a Culture of Distraction?" LinkedIn
 "Study Says We Interact Our Phones a LOT Each Day," TIME
 "Involuntary Leaves Disruption and Stress at Work," MIT Magazine
 "IT Training Gets an Extreme Makeover," Computerworld
 "Network Performance: Does It Really Matter to Users And by How Much?" University of Massachusetts
 "Workforce Mobile: Workforce Population 2011 - 2015," IDC
 "Ambidexterity is Not a Strategy," The Strategy Group
 "The Rise of the Friends@Workforce," Aberdeen
 "Engaging Disengaged Learners," Learning Solutions
 "Just-in-time Information through Mobile Connections" The Knowledge Worker's Day
 "Here's a Google Perk Any Company Can Instill"

KEY WORDS OF
OUR REALITY

A word cloud of key terms. The words are arranged in a cluster, with 'flexibility' and 'fluidity' being the largest and most prominent. Other words include 'agility', 'learning', 'lifelong', 'rapid', 'change', 'multichannel', 'innovation', 'disruption', and 'inventing'. The colors range from light beige to dark grey.

learning
inventing
agility
lifelong rapid
change multichannel
flexibility
fluidity
innovation disruption

FIND THE DIFFERENCE

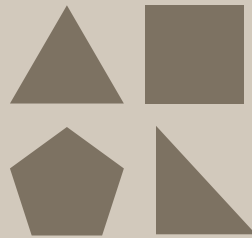
Online

- **Synchronous**
«live» training with a teacher
- **Asynchronous**
independently on the platform without a «live» teacher



Blended Learning

- **Combination of**
In person learning and various online (synchronous and asynchronous)



Hybrid Learning

- **Online and offline**
synchronous training at the same time (some participants attend face-to-face and some - remotely)



HyFlex Learning = Hybrid + Flexible

- **Flexible hybrid** when the student decides in which format to participate in the class or to perform the task





multichannel and multitasking



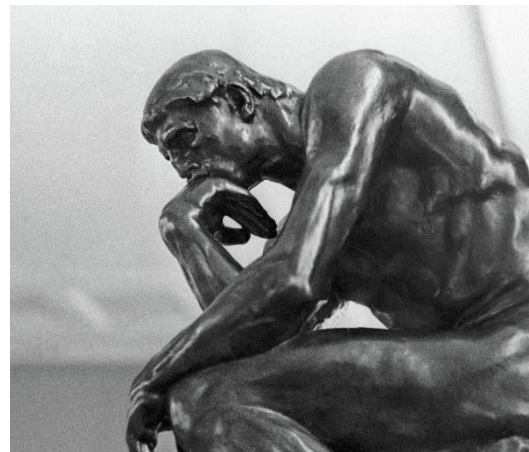
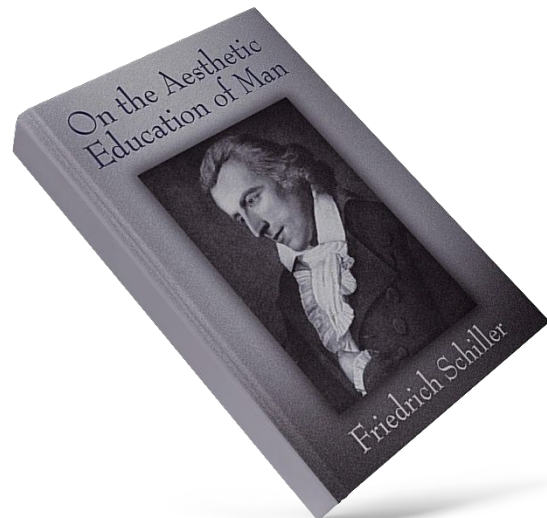
HYFLEX LEARNING

HYFLEX LEARNING HAS A FEW FLOWS:



NETFLIX

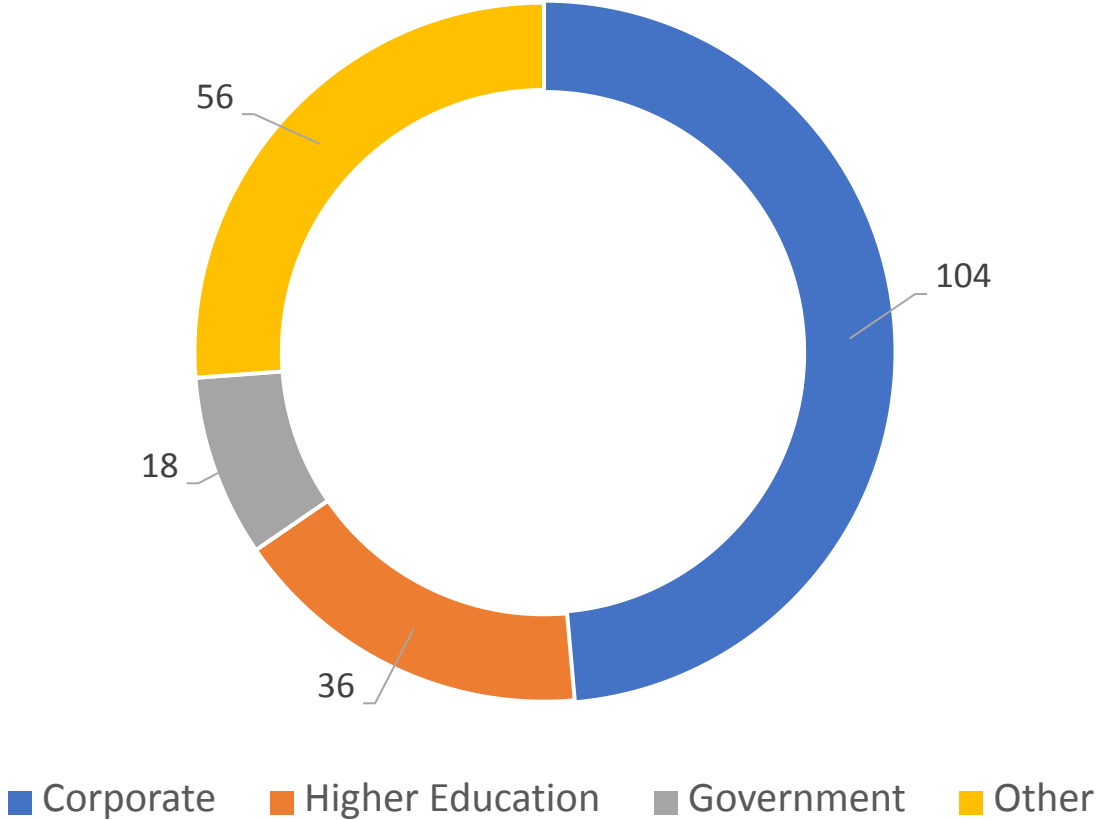




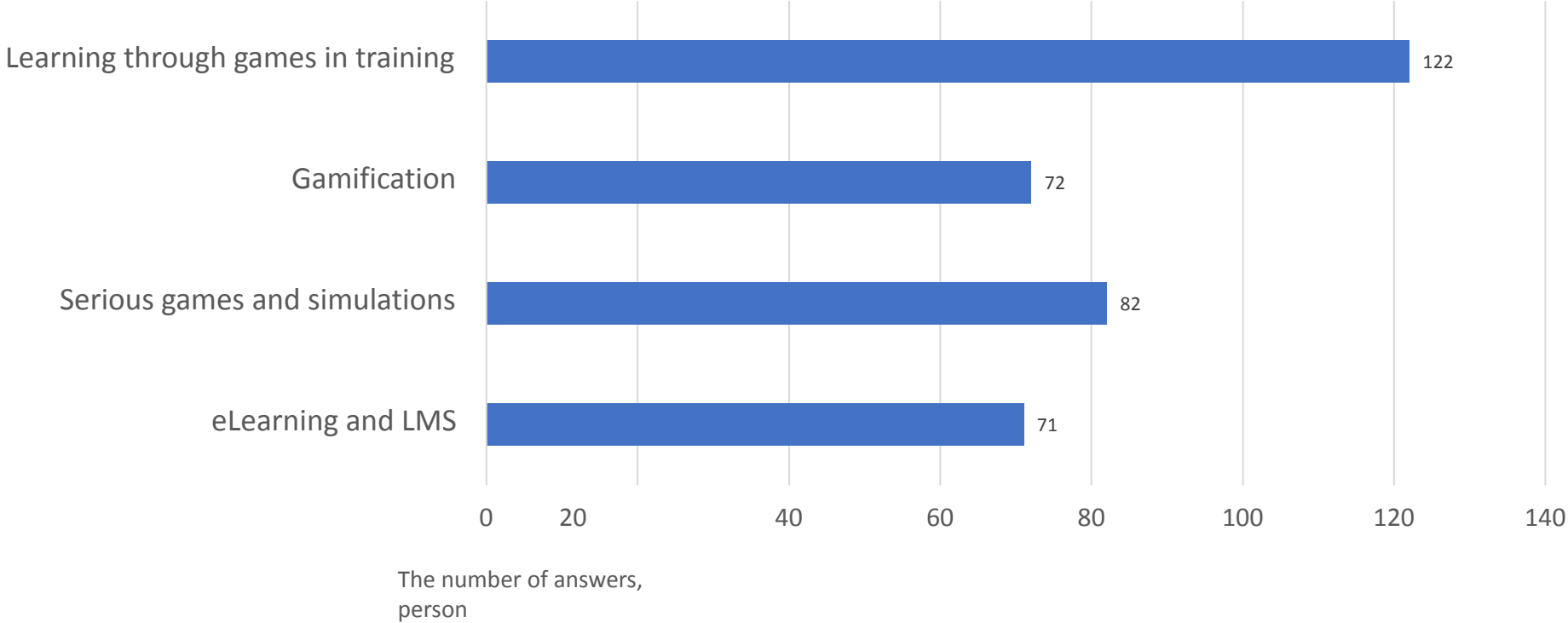
I play, therefore I am



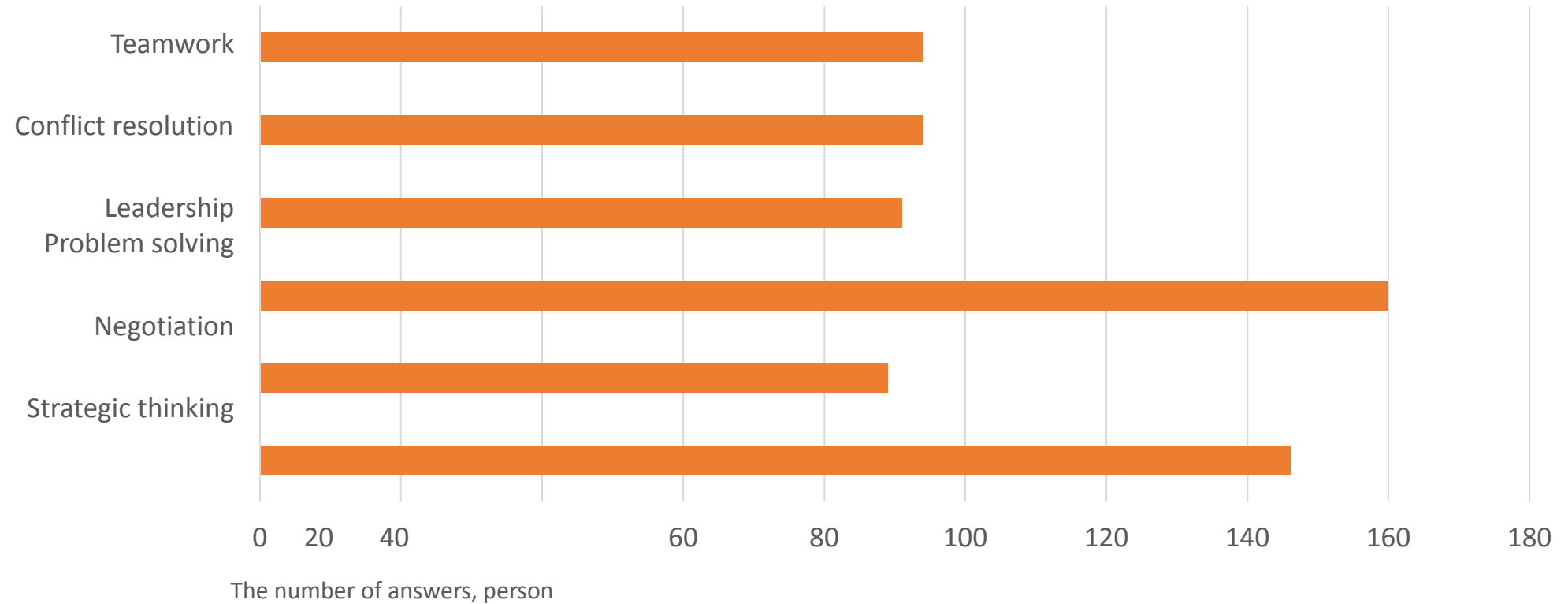
Which sector do you belong to?



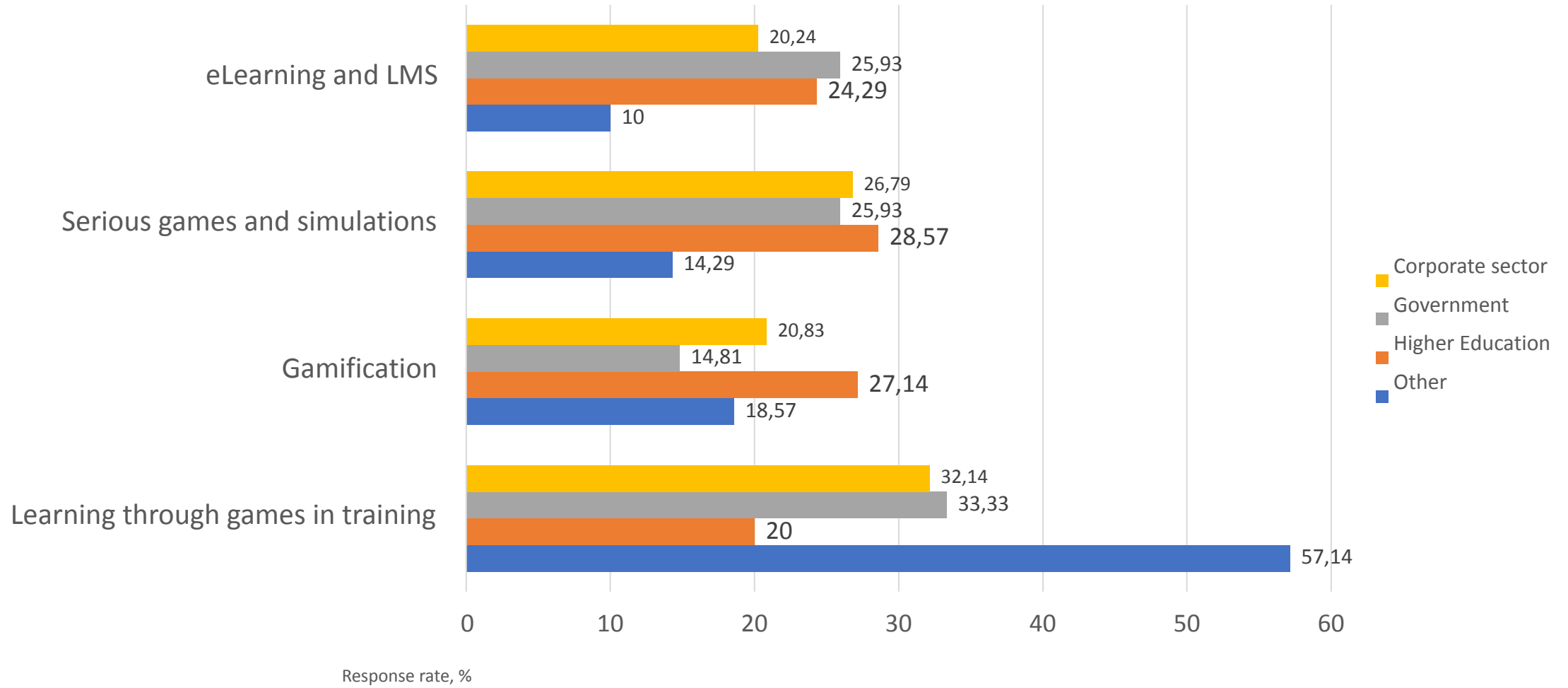
What does Game-Based Learning mean to you?



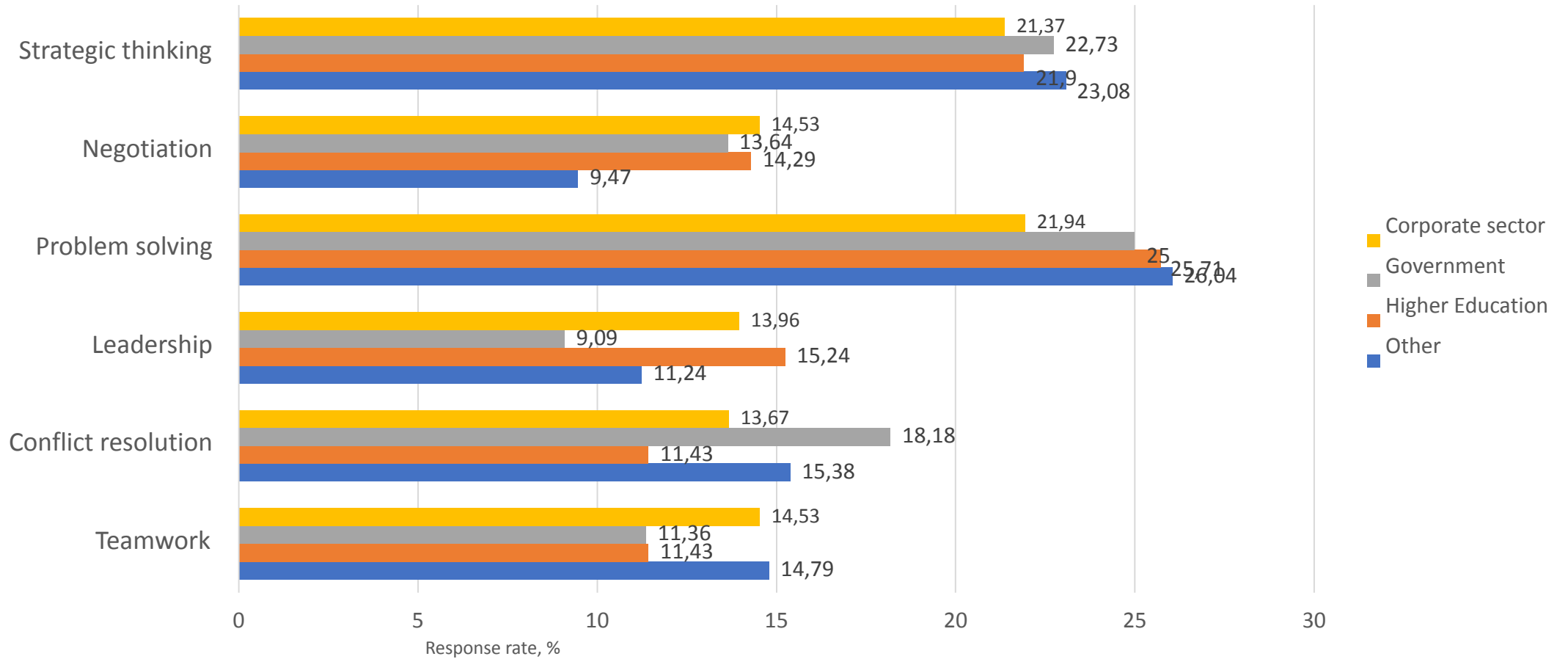
For what kind of skills would you use games in learning?



What does Game-Based Learning mean to you?

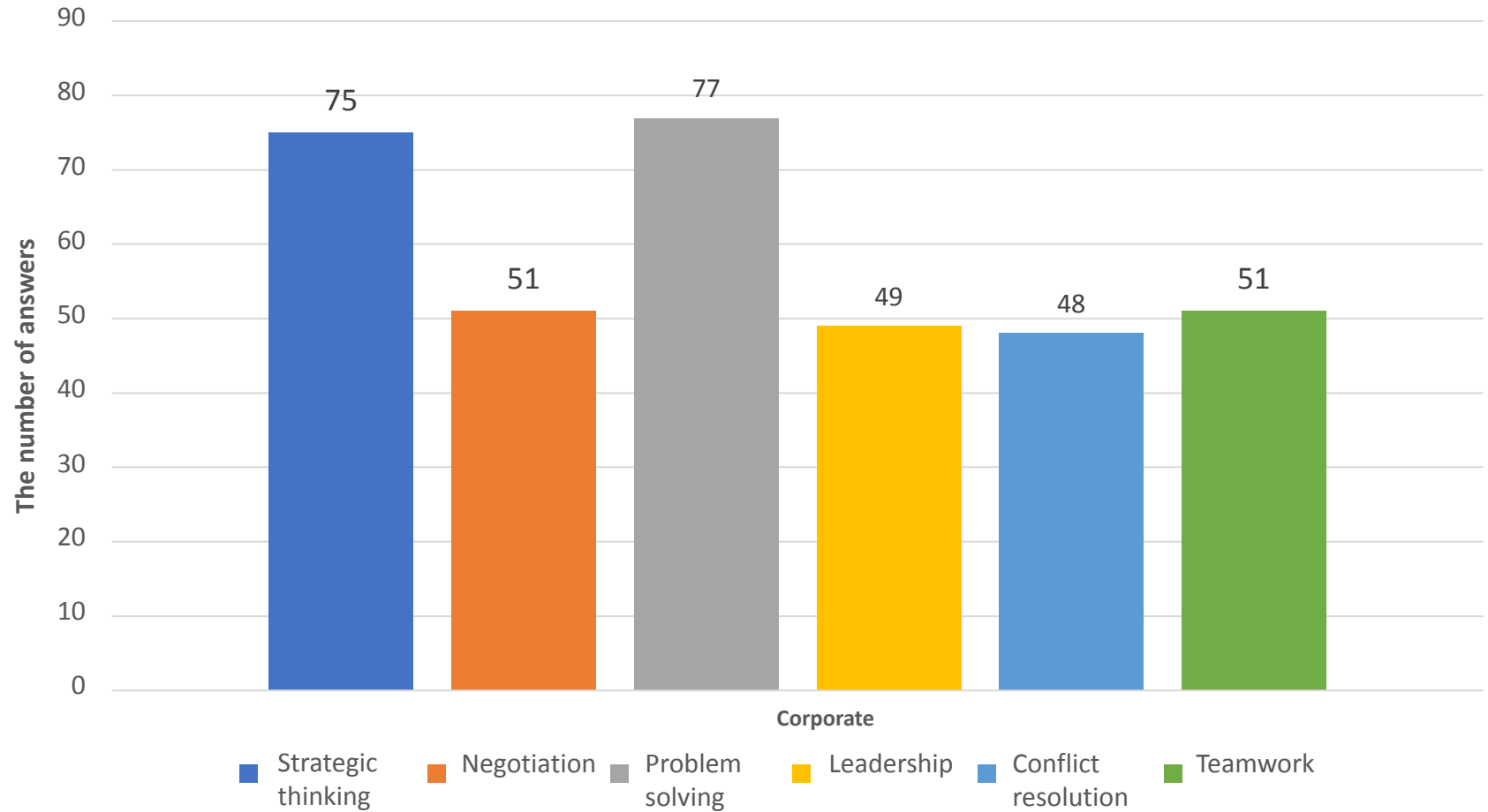


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For what kind of skills would you use games in learning?

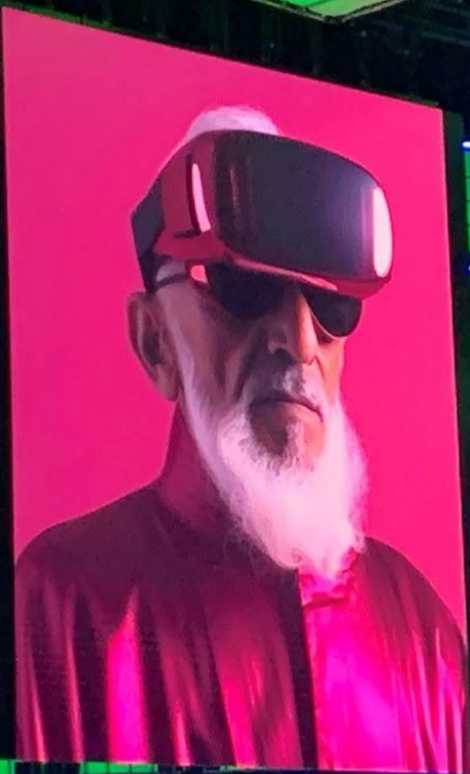
CORPORATE
SECTOR



Ref to Cassie Kozyrkov,
CEO at Data Scientific, November 2023

Top skills for the future:

- Decision-making
- Design
- Creativity
- Communication
- Problem-solving
- Engineering
- Social and interpersonal
- Collaboration
- Trust
- Adaptability



web summit

MAGIC SKILLS OF MODERN EDUCATORS

- Easy walking between parallel worlds
- Enable transition between worlds – real and online for learners



FROM OFFLINE TO ONLINE

2020 pandemic

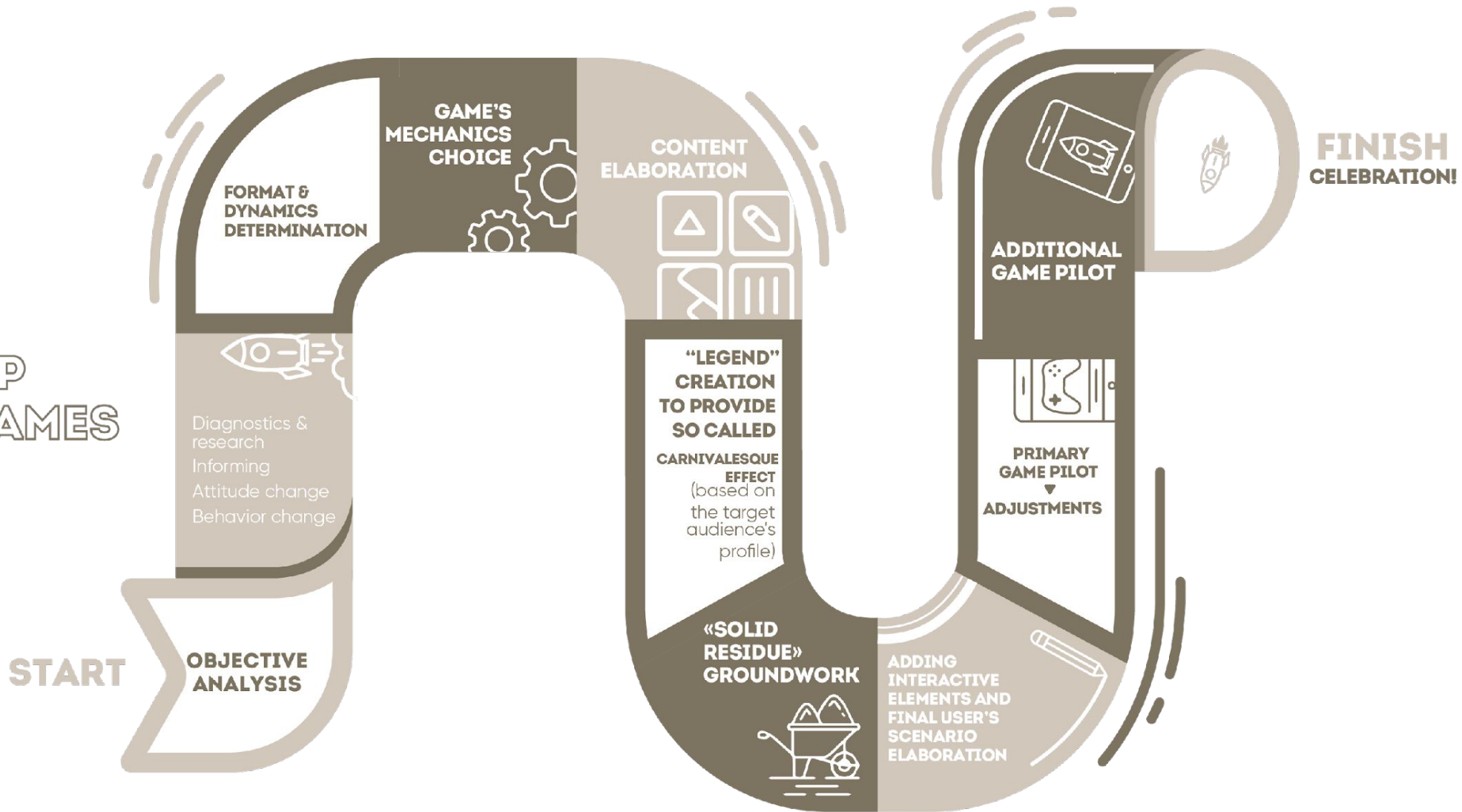
- rapidly adapted to the digital environment
- online environment in simulation achieved a retention rate of 95%;
- comprehensive behavioural assessments online;
- converted 20 offline business games into online format

AND BACK AGAIN

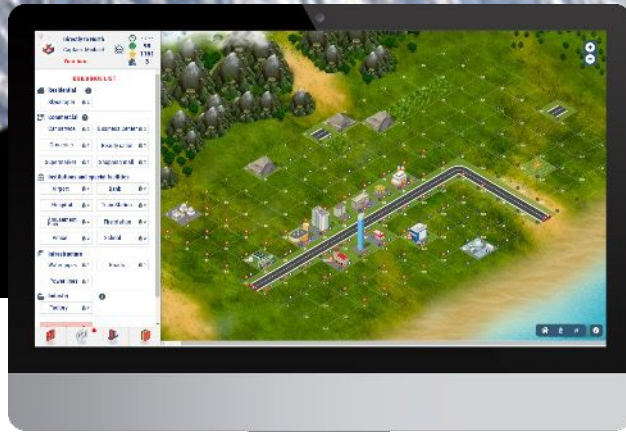
The year 2022 - new challenges

- The transition back to offline settings
- Guiding corporate community back to offline engagement.
- Hyflex (hybrid + flexible) format

THE WAY WE DEVELOP SERIOUS GAMES



THE HOBBIT



Our way from offline to online
and back again

TRANSITION BETWEEN 2 PARALLEL WORLDS



TRANSITION BETWEEN 2 PARALLEL WORLDS



NEGOTIATION
Teamwork
PROBLEM SOLVING

Teamwork
CONFLICT RESOLUTION
LEADERSHIP

OUR CLIENTS

ArcelorMittal KÄRCHER
syngenta PUMA
vodafone GEBERIT
Johnson & Johnson PEPSICO
Coca-Cola SCA BAYER
novo nordisk BOSCH JTI
UniCredit Group Raiffeisen BANK
otpbank Allianz CRH
BIBRAUN pwc

GAMES WHICH GENERATE NRG

GAMES WHICH GENERATE NRG

Let me invite you to the Booth L.66-59 || Zukunft Personal Europe 2024

Personnel MANAGEMENT

Magazine

10
2021



Andrey Stanchenko

CEO NRG company:

"Corporate training is now an ecosystem immersed in a digital environment."

mediapro

hrliga.com

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