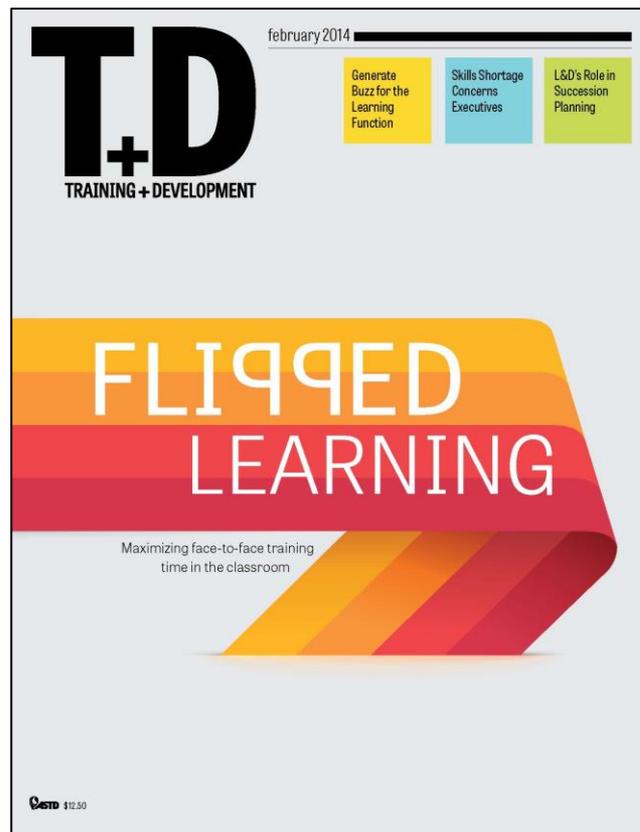


# Flipped Learning

Presented by  
Jon Bergmann, Aaron Sams,  
and Ken Bruss

## A Bonus Webcast From the February 2014 *T+D*





Stephanie Castellano  
Writer/Editor  
*T+D*



Jon Bergmann is a co-founder of the Flipped Learning Network, a not-for-profit organization that provides teachers the resources needed to implement flipped learning. He is co-author of *Flip Your Classroom: Reach Every Student in Every Class Every Day*.



Aaron Sams is president and CEO of Sams Learning Designs and director of digital learning at the Reformed Presbyterian Theological Seminary in Pittsburgh, Pennsylvania. He is co-author of *Flip Your Classroom: Reach Every Student in Every Class Every Day*.



Ken Bruss is a senior instructional designer and project manager at PARAXEL, a multinational contract research organization that serves companies in the pharmaceutical, biotech, and medical devices industries.

# Foundations of Flipped Learning



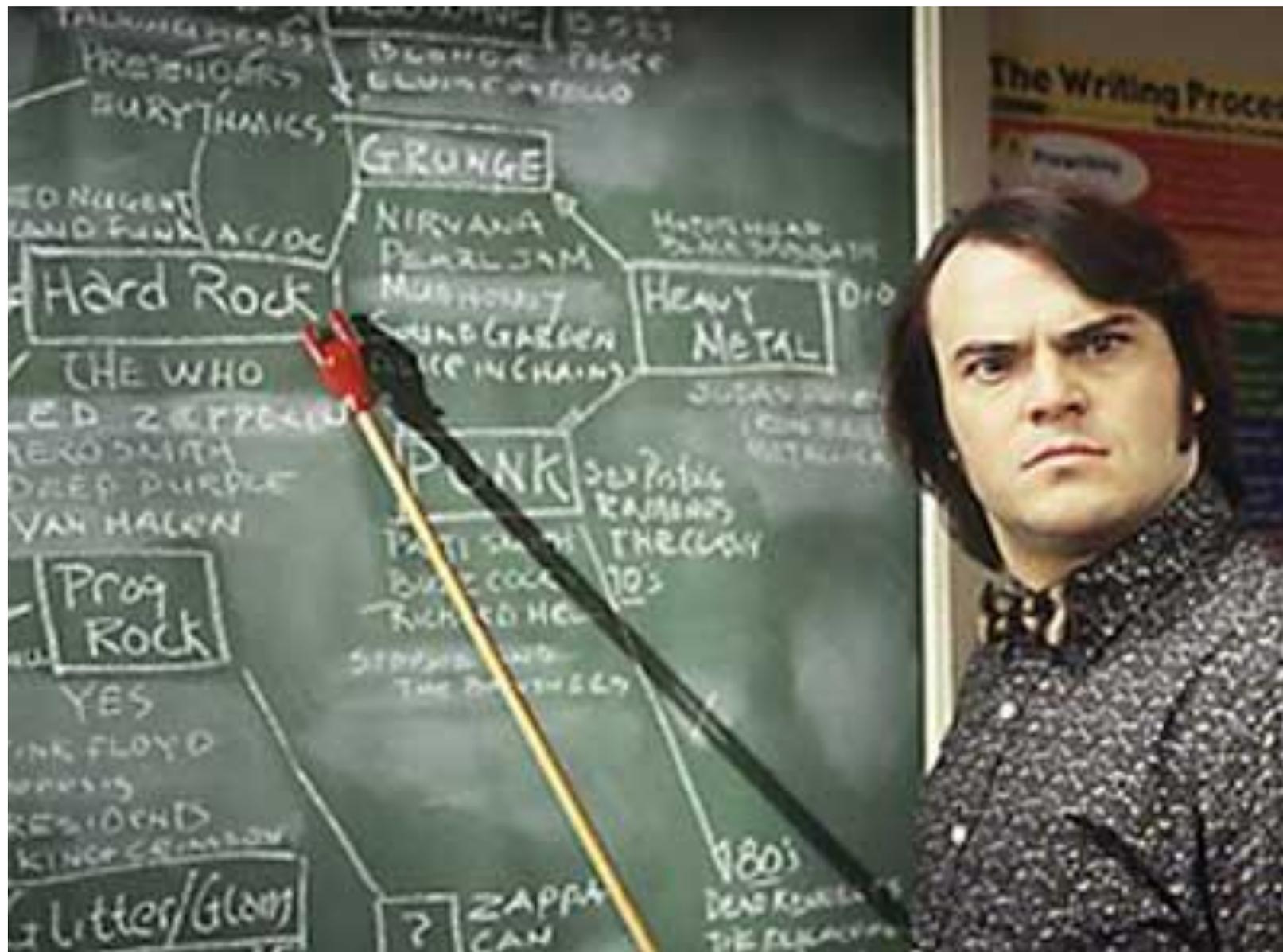
**#flipclass**

**@chemicalsams**

**@jonbergmann**

**flippedclass.com**

We are teachers













# From This



# To these



# we have training backwards

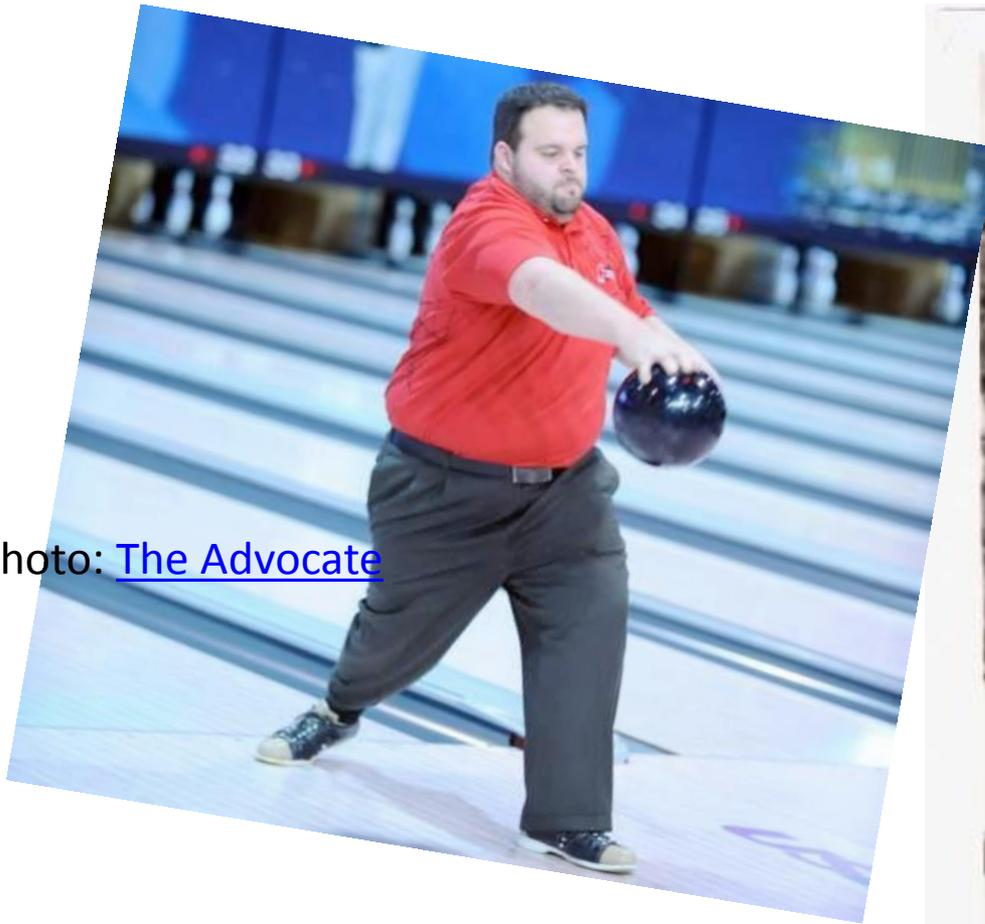
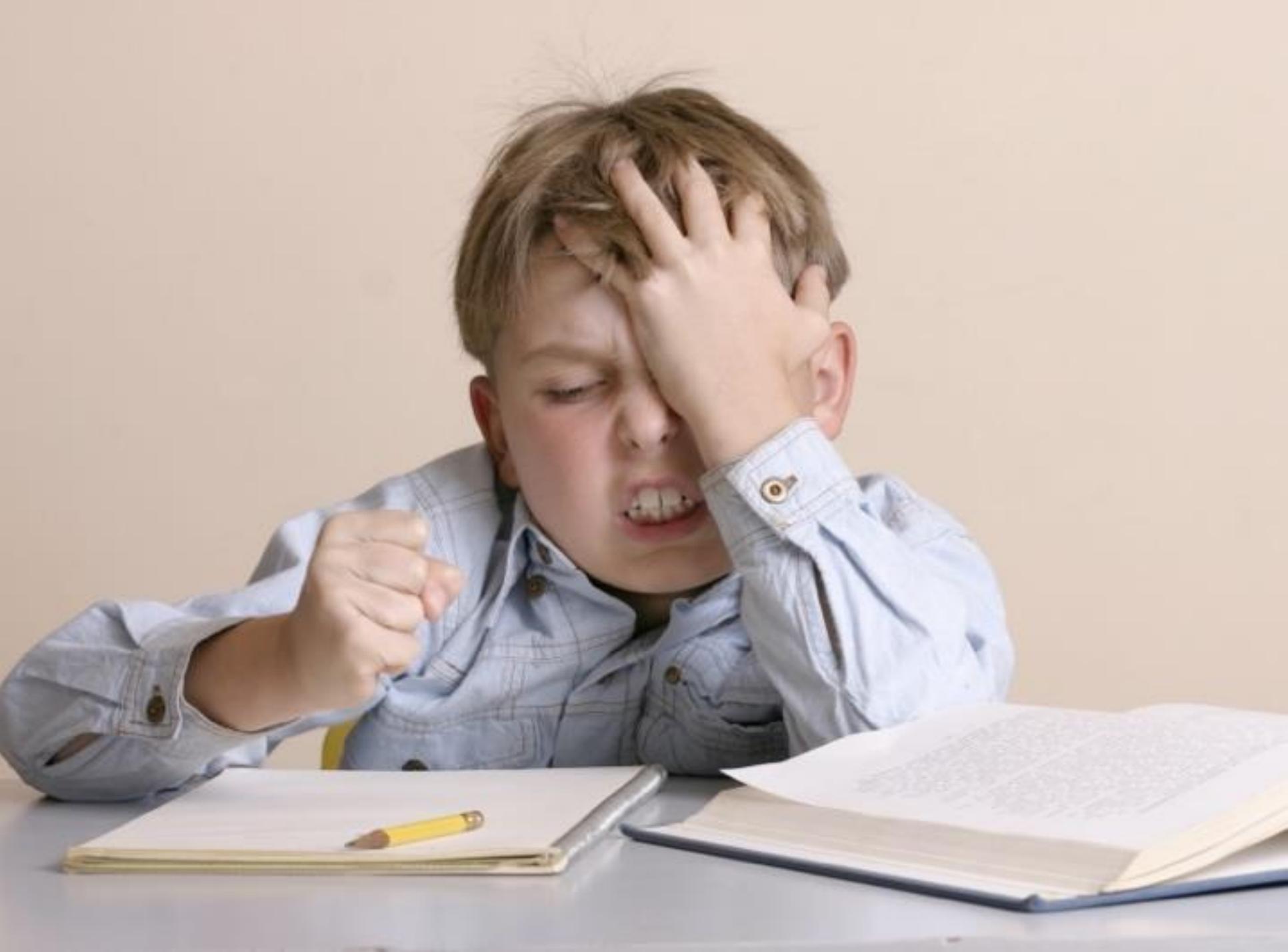


Photo: [The Advocate](#)



kinodivas.ru



We send kids home to  
do the hard stuff

# Bloom's Taxonomy (revised)

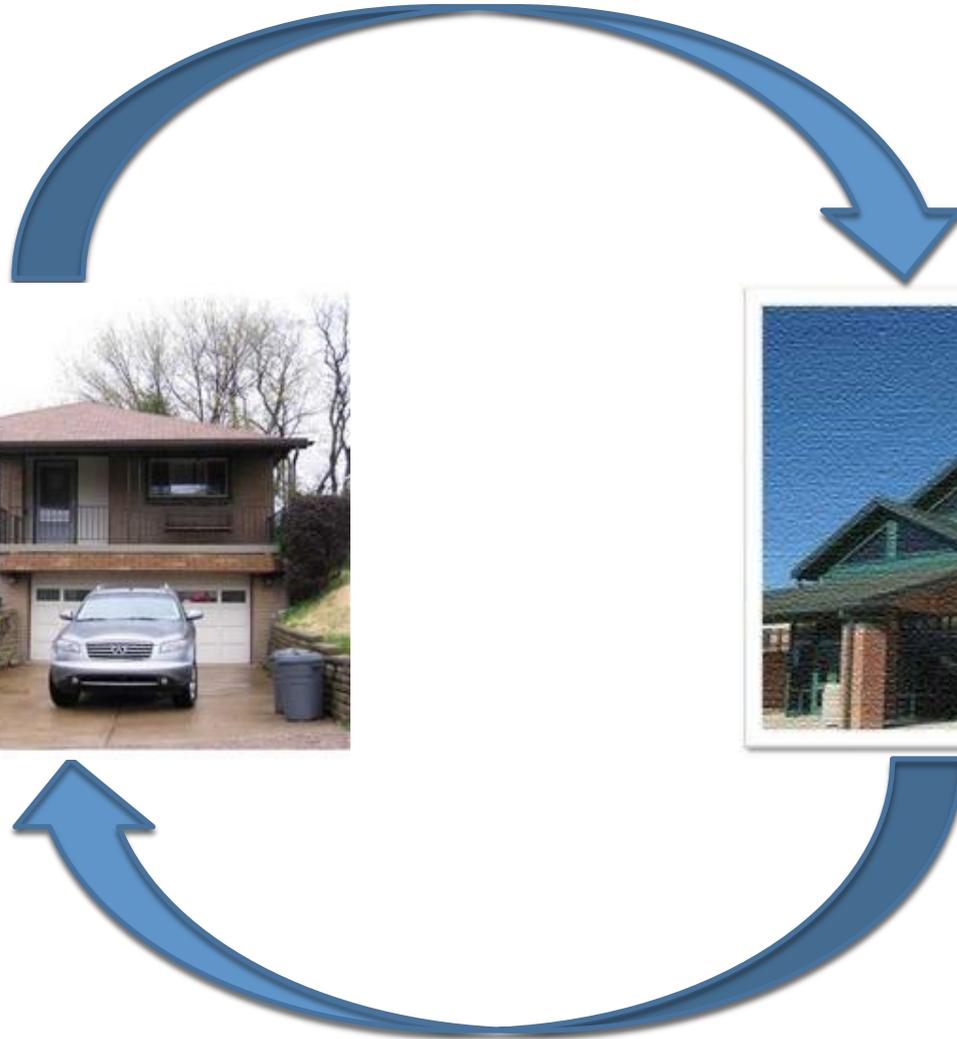
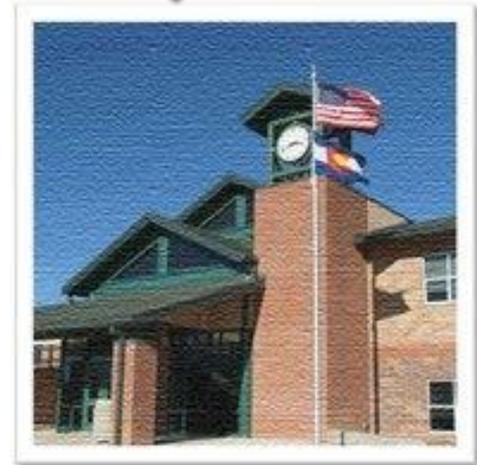


# Flip Bloom's Taxonomy



WHY | HOW

# Flipped Class 101



[bit.ly/FlipHurdle](https://bit.ly/FlipHurdle)

# 3 Common Questions

# Flipped Learning Relies on Videos



What if they don't watch?



Ask One Question...

What is the best use of your face-to-face class time?



# Hair Care Products

# Conferences



[vantageleadership.files.wordpress.com](http://vantageleadership.files.wordpress.com)

# FLIP YOUR MEETINGS



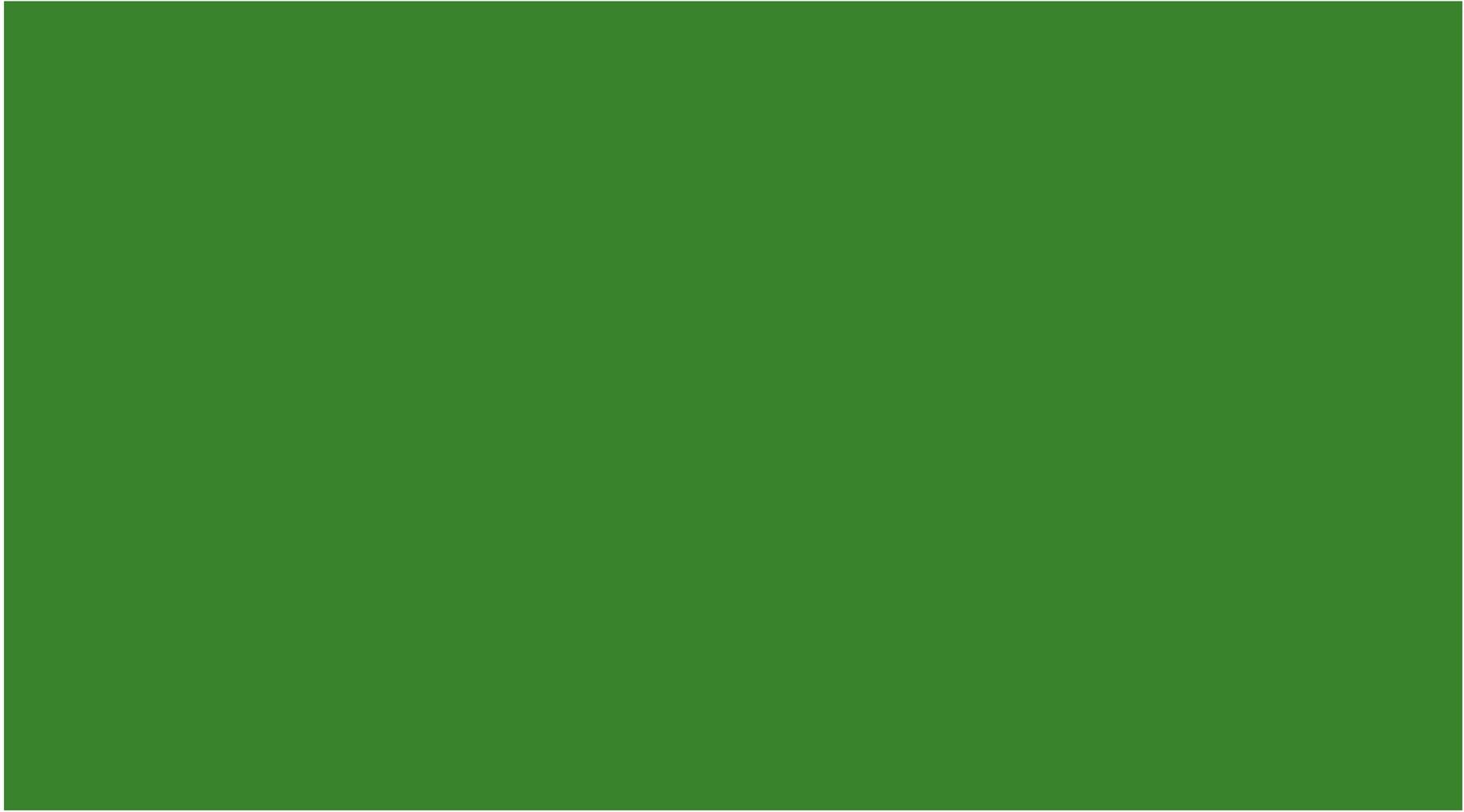
[bit.ly/flipfaculty](http://bit.ly/flipfaculty)

What to flip?

# From the Flipped Class to Flipped Learning

Flipped learning is a pedagogical approach in which direct instruction moves from the group learning space to the individual learning space, and the resulting group space is transformed into a dynamic, interactive learning environment where the educator guides students as they apply concepts and engage creatively in the subject matter.

Flipped learning is a pedagogical approach in which **direct instruction** moves from the **group learning space** to the **individual learning space**, and the resulting group space is transformed into a **dynamic, interactive learning environment** where the **educator guides students** as they **apply** concepts and **engage** creatively in the subject matter.



# The Critics

[bit.ly/teachersmatter](http://bit.ly/teachersmatter)

Where do I start?





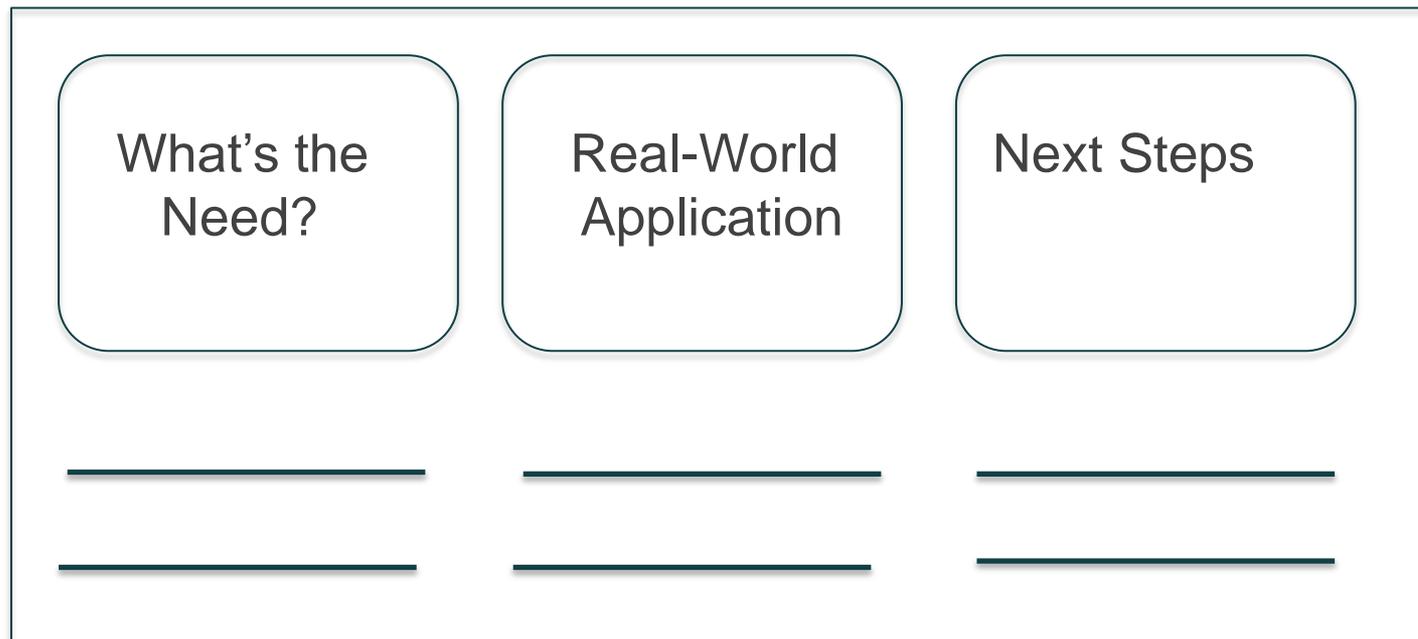
# *FLIPPED LEARNING AT PAREXEL*

March 20, 2014  
Ken Bruss, Ed.D.  
[ken.bruss@PAREXEL.com](mailto:ken.bruss@PAREXEL.com)

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**PAREXEL**<sup>®</sup>  
*YOUR JOURNEY. OUR MISSION.*<sup>™</sup>

# AGENDA



A panoramic view of the London skyline at sunset. The sky is a warm, golden-orange color. On the left, the large, domed St Paul's Cathedral is prominent. To its right, a mix of older buildings and modern skyscrapers are visible, including the distinctive, bullet-shaped Gherkin building on the far right. In the foreground, a concrete bridge spans across the River Thames, with several white boats and barges moored underneath. The overall scene is a blend of historical architecture and modern urban development.

*WHAT'S THE  
NEED?*

# PAREXEL—CURRENT STATE



Innovative

# PAREXEL—CURRENT STATE (CONT.)



Fast paced

## *PAREXEL—CURRENT STATE (CONT.)*



Heavily regulated

# PAREXEL—CURRENT STATE (CONT.)



Rapidly growing

## *PAREXEL—CURRENT STATE (CONT.)*



High demand  
for training



Content-heavy  
courses



Complex content

## PAREXEL—CURRENT STATE (CONT.)



Limited time  
for training

## PAREXEL—CURRENT STATE (CONT.)



Cannot risk  
poorly trained staff

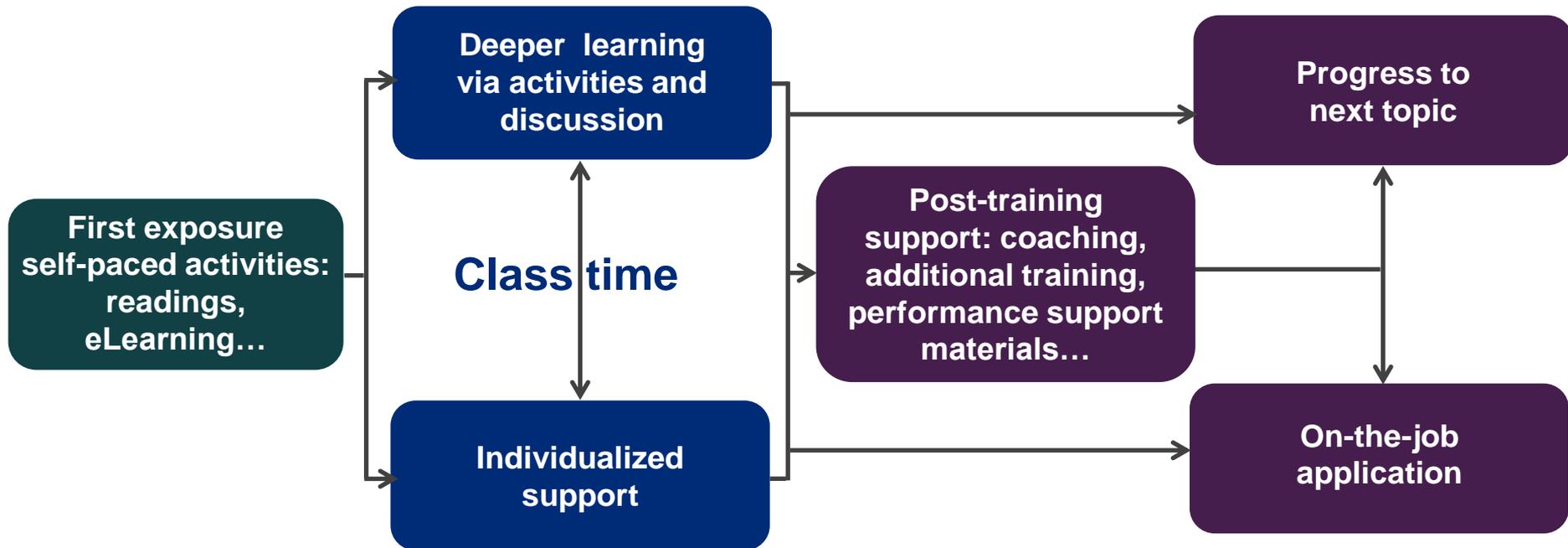
*REAL-WORLD*  

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*APPLICATION*



# 3-PRONGED APPROACH



# PAREXEL INSTITUTE EXAMPLES

Salem State University:



- Leverage LMS infrastructure for “blended logistics”
- Students guided by homepage and checklist
- Stepwise approach to uploaded content
- WebEx replaced by narrated PowerPoint presentations
- Web-enabled discussion features
- Assessment follows each topic

Smaller pilot with NUSAGE



# COMPLIANCE TRAINING EXAMPLE



- Audience – world-wide, multiple functions & roles
- eLearning pre-requisite for instructor-led course
- Key eLearning features:
  - Process overview (e.g., policies and procedures)
  - Systems demonstrations and practice exercises
  - Homework: learners will bring scenarios with them to ILT

## COMPLIANCE TRAINING EXAMPLE (CONT.)



- **Remote instructor-led course:**
  - **Light on theory**
  - **Emphasis on:**
    - **Hands-on application**
    - **Real-world problem solving**
- **eLearning tools demonstrations accessible before, during and after ILT**

# ADVANTAGE OF FLIPPED APPROACH



- **More efficient use of class time**
  - **Briefly review basics & move to learner questions**
  - **Less lecture, and more practice, critique & practice again**
  - **More effectively leverage instructor expertise**
- **Learners leave training skilled & confident**

## ADVANTAGE OF FLIPPED APPROACH (CONT.)



- Real-time visibility as to learning goal attainment
- Enables:
  - In-class coaching
  - Post-training support
  - Continuous improvement
  - Management metrics

# BUSINESS IMPACT

- Reduced number of hours spent in ILT
- Higher level of knowledge and skill upon course completion, resulting in:
  - Quicker time to billability
  - Reduction in quality issues
  - Higher productivity
  - Increased customer satisfaction



# *NEXT STEPS*

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# MY GOALS

- Training seen as a source of competitive business advantage
- Our group recognized as best in class



# NEXT STEPS

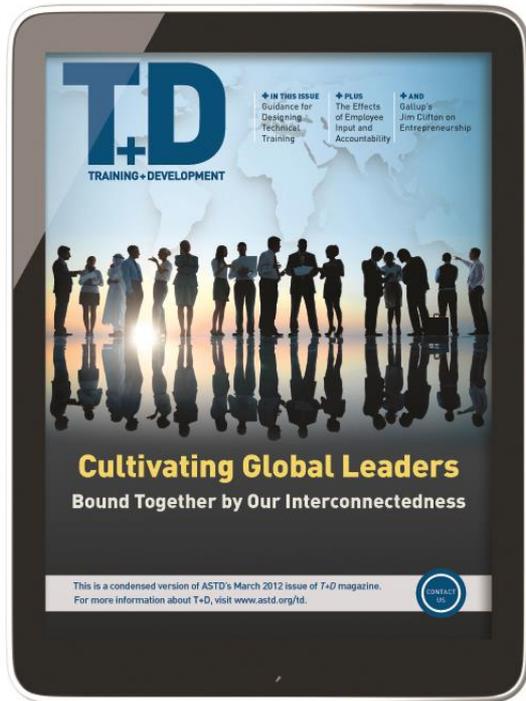


**Make this method the norm by:**

- **Consistently using self-paced methods to share rote concepts**
- **Developing increasingly engaging eLearning**
- **Focusing ILT on high-value application and practice**
- **Securing senior management commitment to build pre-work into development plans and course schedules**
- **Expanding accessibility to resource materials on SharePoint sites and mobile devices**

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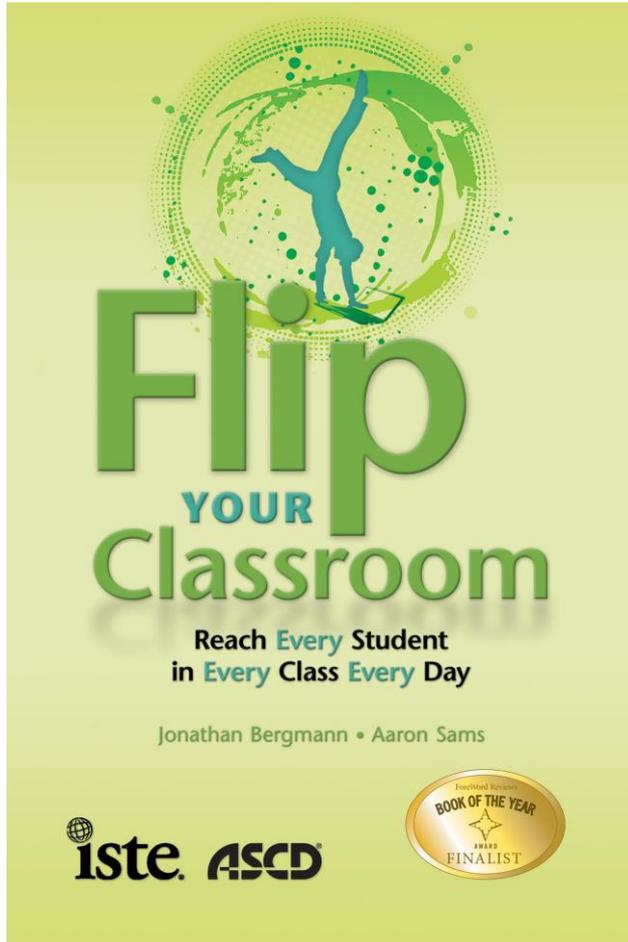
*QUESTIONS?*



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[www.astd.org/tdapp](http://www.astd.org/tdapp)



Further explore the concept of flipped learning with Jon Bergmann and Aaron Sams's book *Flip Your Classroom: Reach Every Student in Every Class Every Day*, on sale now at a special discounted price at [astd.org/flipyourclassroom](http://astd.org/flipyourclassroom).