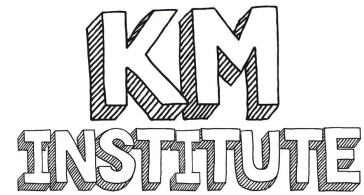
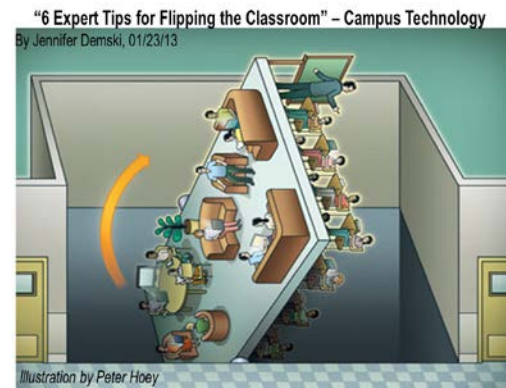


# The 'Flipping' Concept



'Flipping' is the natural by-product of the **Anytime, Anywhere KM Learning** environment brought to you by The KM Institute.



The KM Institute is the leader in KM Training and Certification. It now leads the way in advanced delivery means as well. Let's review what you know about alternative delivery means, also called 'Anytime, Anywhere' learning (See full 'Anytime/Anywhere KM Training' video).

Then we will focus on the benefits of the newest training concept - '**Flipping**'. It yields you a more robust training experience and a key asset for life-long learning, your own **Personal KM Portfolio™**.



### **Situation:**

Historically, face-to-face (F2F) workshops were blended with e-learning content to substantially improve training outcomes. The advent of complete, self-paced eLearning content and delivery has enabled a powerful new mode – ‘**Flipping**’.

The KM Institute is leading other trainers and educators by fully adopting the ‘**Flipping**’ concept.

### **Complication:**

But first, here are two **PRINCIPLES**:



1. Only a small percent of learning is by seeing and hearing (**lectures**), the usual classroom mode, but most learning occurs ‘**only by doing.**’
2. Only some teachers can really **teach**, others maybe not so well (the best can be much better than the norm).



Recall traditional learning experience – teacher lectures, sometimes not so well. You merely practice the lesson as a homework assignment—often with little practical application. Visualize a school blackboard vs student at home at desk doing math problems.

### **Resolution/Solution:**

**Imagine** if training could be transformed from classroom lecture halls to **learning labs** focused on exercises and applicable projects actually needed on the job?

Here’s the **benefit**:

- The **best trainers** would be captured on self-paced interactive media. You’d get a well-proven, powerful learning experience, about ‘**what you need to understand.**’
- Other trainers, much better at **facilitating**, would lead you through very instructional exercises and projects, about ‘**what you must be able to do.**’

At the KM Institute, here’s how it would work.

‘**Flipping**’ involves three phases: ‘Learn Before, During and After’:

- **Learn Before** - During the pre-class period, Certificants study the self-paced content, which has been developed by KM experts and delivered by outstanding trainers. (online or DVD)
- **Learn During** – The workshop itself focuses much more on exercises than lecture. Expert facilitators help you build your own Personal KM Portfolios™. (Students discussing and/or working projects in F2F mode. Best if have some type of workbook, aka portfolio, available.)

- **Learn After** - Certificants review their workshop portfolios and the self-paced materials to prep for test. (study - workbook and online).



## Knowledge Hub

Certified KMers continuously reference the enrichment resources in the **K Hub** for life-long learning in their 'Learning Organizations.' (referring to online content – **discovering** answers)