



Duthie Learning

Learning that lasts.



The Benefits of E-Learning

Learning through seeing, hearing
and doing



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By Bob Duthie, June 2005

Studies show that after three months, you will remember only ten percent of what you hear. If you hear it and see it, you will remember three times as much. If you hear it, see it, and experience it, you will remember up to six times as much. Interactive presentations incorporate all three modes, encouraging people to learn by doing.



In addition, some people learn best through seeing, others through hearing, and others through motion (such as note-takers). Interactive courses and presentations are able to appeal to all of these preferences.

Presentations can be designed to be leader-led or self-paced:

- In a leader-led format, the presenter provides the audio. The presentation serves to reinforce what the presenter is saying, complementing the presenter without taking over.
- A self-paced presentation is produced with a soundtrack and incorporates prompts to lead the user through the presentation.

Where needed a presentation incorporating both leader-led and self-paced techniques can be produced. For instance, a leader-led course

might be designed to train sales representatives how best to present a product, but a self-paced version of the course can be made available to employees unable to attend the classroom course.

A lot of training currently done in traditional classrooms is appropriate for self-paced learning. In these cases, self-paced learning customarily takes 50% less time than classroom-based training to achieve the same competency. The pace of classroom training is limited by the slowest learner in the group, whereas self-paced training can be accomplished at the learner's own pace. Since employees are generally compensated for time spent in training, this time savings can translate into a significant reduction in costs.



Interactive courses are also completely consistent from session to session. Finally, interactive training can take advantage of simulations, interactive exercises, and other techniques that are harder to execute with traditional media.

Features of training presentations include:

- Break timers
- Music while waiting for class to begin
- Exercise timers
- Instructors' notes
- Intranet/Internet operation
- Online registration
- Reference modes
- Score reporting
- Tracking
- Interface to AICC/SCORM-compatible LMSs
- Section for first time users
- Simulations
- Recording of voice responses
- Bookmarking
- "Play," "pause," and "resume" buttons
- Help resources
- Glossaries
- Mouse tutors
- Text-only options for users without audio
- Notepads



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About the Author

Bob Duthie graduated in Engineering Physics from Queen's University in Kingston, Ontario, Canada. Bob has 27 years experience with GTE and Northern Telecom in R&D, product management, new business development, and general management. Prior to starting his own firm in 1989, he was Vice President Business Development at Northern Telecom Inc.

About the Company

Duthie Learning develops custom, interactive online courses that assist clients in training employees, customers, prospects, and suppliers. The firm combines business experience with computer and communications technology. Since its inception, the firm has completed over 600 projects.

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Bibliography

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