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July 2014

Dr. Steve's Monthly Newsletter



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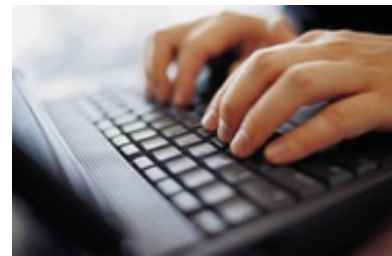
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Advantages & Disadvantages: **Classroom vs. Online Training**

I've done both and I've attended both. The primary benefit to any classroom program or workshop, no matter how short or long, is the



interaction with the instructor and the participants. Most good trainers try to change their learning methods every 20 minutes or so, using quizzes, small-group exercises, easel pad discussions, videos, or just open-ended questions designed to get the group thinking, moving, or talking.

The downside of webinars or web-based training is that most of the human touch is missing. There may be some required actions to complete on a web-based program, like frequent quizzes or questions, but unless it's a live webinar where the presenter answers chat or verbal questions from the listeners, there isn't much spontaneous dialogue.

The primary disadvantage of classroom training is the difficulty in getting large groups of participants together at one time, based on work issues, staffing needs, vacations, and distances between sites. The cost of the live training is certainly more expensive

than computer-based programs on a per-session basis, but the initial startup costs for the online versions can be steep. Many of these computer-based training developers charge for site maintenance, software upgrades, and site licenses.

The other tough part about webinar sessions is that unless people are listening as a group, they tend to multitask at their desks and may not hear everything completely. It's easy to listen in on a webinar as you check e-mails, read reports, or otherwise distract yourself. I've done it too.

Certain compliance issues or new-employee orientation subjects are often best handled using online programs. Subjects where there is more need for immediate feedback usually work best with a live trainer. To add a plug for my work and career, how many times have you heard a co-worker say, "That was a really great online program!" versus "That was one of the best training classes I've ever attended!"?

Ask Dr. Steve

"Hey Steve! Can you tell me about your new web site? Is it still at

<http://drstevealbrecht.com/>?"

Certainly and it is. After a few short years (okay 14 years, but who's counting?) of using a sort of brochure-style, text-only web site, I've moved to the modern era. My

new site features a short whiteboard animation video with my voiceover to tell you what I do and how I do it.



- There's a place to add your name and e-mail to subscribe to my monthly newsletter.
- You can follow me on Twitter @DrSteveAlbrecht, where I like to tweet or retweet ideas or issues related to my work in training, coaching, HR, security, cop stuff, and

school and workplace violence prevention.

- You can take a look at the Employee Quality of Worklife survey I use with my father, Dr. Karl Albrecht, to help organizations get a sense of what their employees are thinking about their work and careers.
- You can check out the latest of my 45 blogs I've written for PsychologyToday.com.
- You can see a list of my 15 books on Amazon.
- You can watch a YouTube video clip I did as part of a BBC documentary I was in on workplace violence.
- You can see a list of my training programs, along with my bio, and some handsome shots of me at work. I'll be adding more video clips, a printable description of each workshop I teach, and more free downloads of some of my slide sets and articles as the months pass. Thanks for taking a look at it.

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