BAHRAIN POLYTECHNIC VIRTUAL CONFERENCE 2020

eLearnit

Developing Enhanced Pedagogies for
21st Century Virtual Learning

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Thank you. Yeah, I've got an idea for an electric jet.
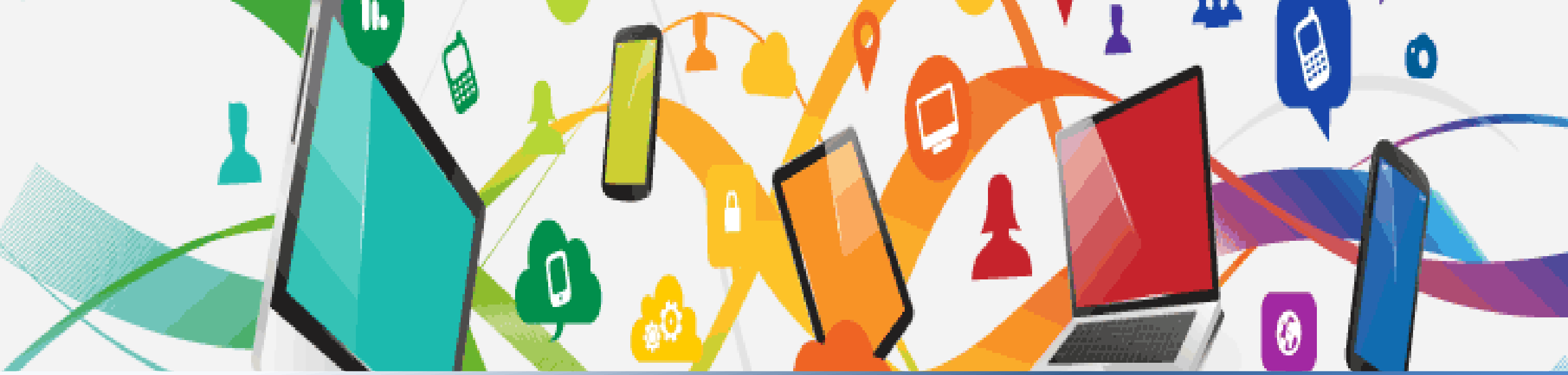
Session Objectives

- ✓ To analyse **WHAT** online training pedagogy needs to focus on.
- ✓ To analyse **HOW** the online training pedagogy can be designed for effective Learning.

It's a new age of learning & working using technology

A teacher's primary goal?

- To cover the syllabus content
- To assess students

in order to achieve the learning outcomes

TEACH

TEST

A teacher's primary goal?

▶ To cover the syllabus content

▶ To assess students

in order to achieve the learning outcomes.

Why?

➔ *to develop* **Key Work SKILLS**
to thrive in the modern industry.

Skill-Up

The Four C's of 21st Century Learning

Communication

Collaboration

Critical Thinking

Creativity

The Four **C's** of 21st Century Learning

Communication
Sharing thoughts, questions, ideas & solutions online

Collaboration
Students apply their talents to work together and reach a shared goal
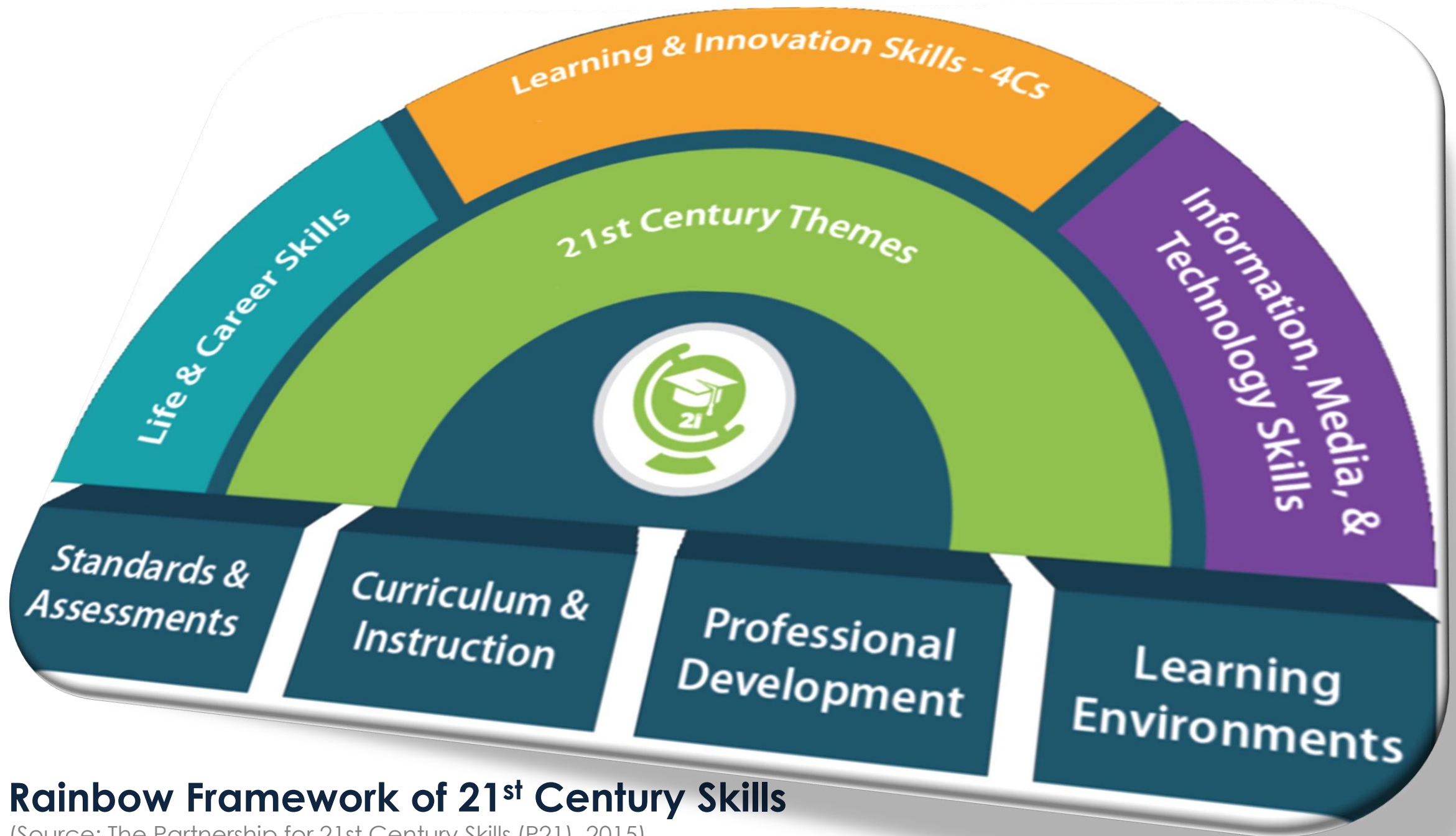
Critical Thinking
Try to solve problems linking learned concepts & researching online resources

Creativity
Expression through online platforms & digital tools encouraging innovative thinking

The Rainbow Framework of 21st Century Skills
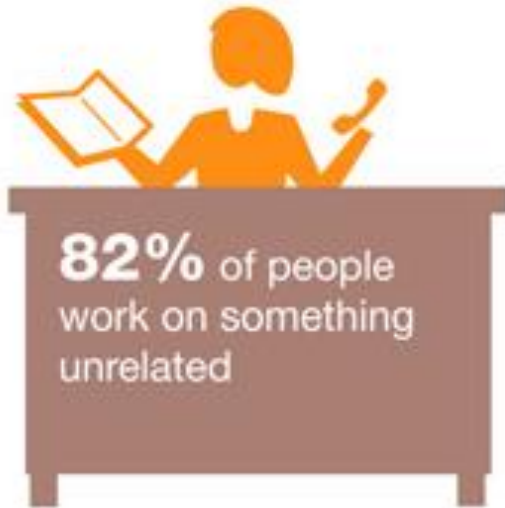(Source: The Partnership for 21st Century Skills (P21), 2015)

During business calls or virtual meetings....

82% of people work on something unrelated

55% prepare food or eat

More than **40%** check social media or text

1 in 4 play video games

1 in 5 shop online

When adults can't keep focused, how can students?

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Learning Styles
that trainers need to cater to?
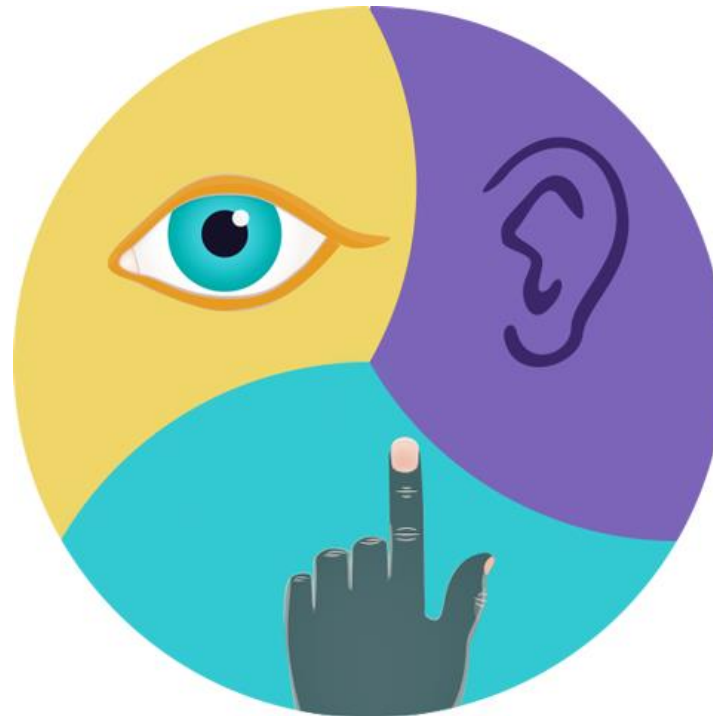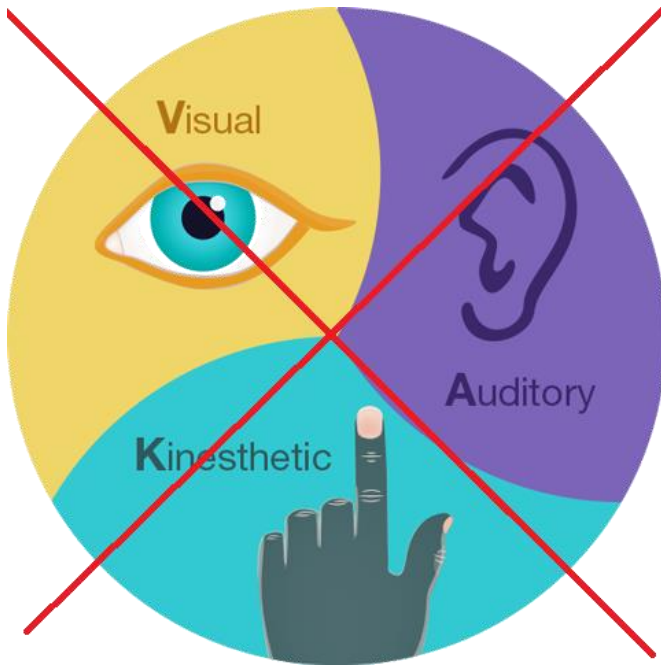
Neuro-mythology!

No clear research evidence that teaching to a student's VAR learning style produces better results

The Guardian

No evidence to back idea of learning styles

aps | ASSOCIATION FOR PSYCHOLOGICAL SCIENCE

Learning Styles Debunked: There is No Evidence Supporting Auditory and Visual Learning, Psychologists Say

SCIENTIFIC AMERICAN 175

BEHAVIOR & SOCIETY

The Problem with "Learning Styles"

●● BRITISH COUNCIL

Four reasons to avoid 'learning styles'

Constructivist Learning Path

Rather than 'teaching', educators need to support students to 'construct' their own knowledge (Michael, 2006).

Tasks are clear & intrinsically motivating to learners

Teacher provides support (scaffolding) & constant feedback

Learners are encouraged to think critically & present info independently & in groups

Search 🔍

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SpaceX software

— *Simply explained* —

▶ ⏭ 🔊 0:00 / 9:51   CC ⚙ ▣ ▭ ⛶

Software powering Falcon 9 & Dragon - Simply Explained

707,290 views • Feb 27, 2018

👍 26K 👎 610 ➦ SHARE ≡₊ SAVE •••

Up next   AUTOPLAY 🔵

The Incredible Story of The PayPal Mafia
NeoScribe
1.6M views • 1 year ago
21:08

SpaceX's plan to fly you across the globe in 30 minutes |...
TED ✓
1.2M views • 2 years ago
21:31

The DIY Rocketeer Building SpaceX Replicas of Self-...
Motherboard ✓
1.9M views • 1 year ago
9:36

Elon Musk's Basic Economics
Wendover Productions ✓
5.1M views • 2 years ago
10:22

How does a blockchain work - Simply Explained
Simply Explained

PERSPECTIVES

Toyota and the origins of innovation

A visit to Toyota's museum in Japan sheds some useful light on fintech.
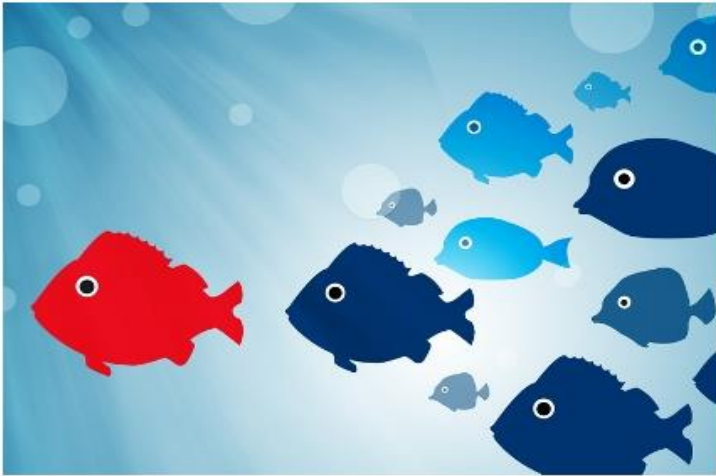
ガイドツアー
集 Toyoda's circular loom

Published 9 months ago on September 8, 2019

DIGFIN DIRECT!

Toyota and the origins of innovation

Constructivist Trainer Roles

Expert: introduce new concepts
Ex. Online lecture/ article review

Guide: demonstrate how the concept can be applied
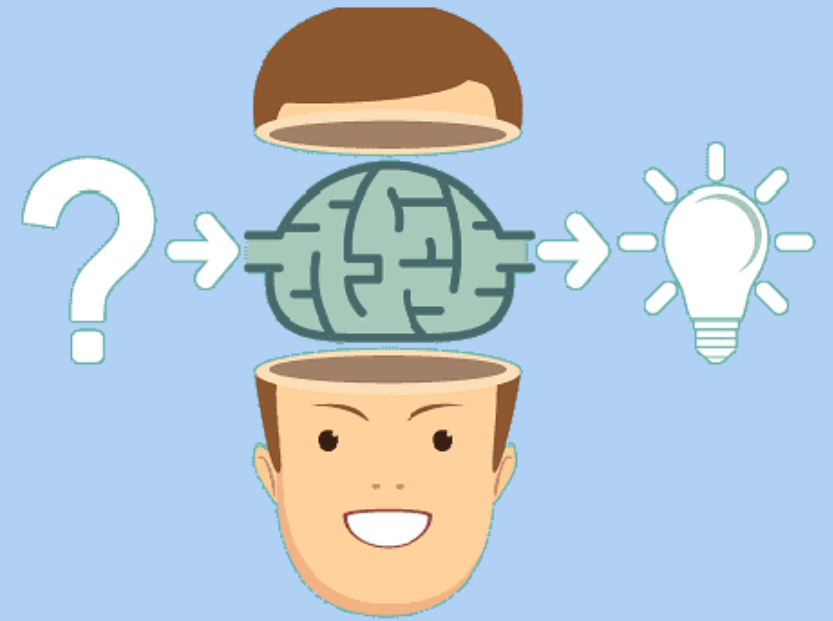*Ex. Case-study/ YouTube/ News*

Facilitator: support students to learn themselves *Ex. Online research / Team-discussion*

3 Core Constructivist Pedagogies

a) Case-based learning (CBL)

b) Problem-based learning (PBL)

c) Inquiry-based learning (IBL)

Read the given case and discuss

A case study of Organizational Behaviour and Resistance to changes in Malaysia's Commercial Banking Industry

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Nomahaza Mahadi
Senior Lecturer, Azman Hashim International Business School, Universiti Teknologi Malaysia; email address: mahaza@ibs.utm.my

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Head of Academic (DBA), YPC International College-Liverpool John Moores University, Malaysia; email address: farrah@kolejypc.edu.my

Abstract: The primary issue in this case concerns about a manager's engagement toward employees in an organisation. The low level of attitude displayed by the manager creates a negative impact on employees' performance. The organisational outcome is also affected by the negative attitude of the managers. In this case, the key issue is about the employees' satisfaction and dissatisfaction with the negative attitude of the manager. The positive mind-set of employees is affected, and they develop dissatisfaction with the negative mentality of the manager. The case also investigates the aspect of resistance to changes, whereby, negative thinking is reduced, and positive management thinking among employees and managers in the organisation is increased. Overall, this case describes a management dilemma on how employees' job satisfaction levels caused serious levels (turnover intention increased) in the commercial banking industry. Survey instruments have been used to measure employees' attitude or behaviour. The finding indicated that 60 percent of the negative attitude of manager caused dissatisfaction among employee. In this case, the dissatisfaction among employees was due to the negative behaviour of the manager who penalised staff who could contribute towards the success of a project. In addition, dissatisfaction was also due to the lack of recognition received, whereby, achievement rewards were given to the manager who lacked in the contribution of knowledge and ideas for the company development.

Read the given case and discuss

businessinsider.com/b...

BUSINESS INSIDER

How BlackBerry went from controlling the smartphone market to a phone of the past

Alexandra Appolonia
Nov 21, 2019, 5:00 PM

(a) Case-based learning (CBL)

Students engage in online discussions using real-world scenarios. The teacher acts as a 'facilitator' while the students collaboratively analyse problems that have no single right answer.

Ex. Engineers/ managers can be invited for special online meetings to discuss real business problems.

*Students discuss YouTube videos on a new technology product.*

(b) Problem-based learning (PBL)

- Online lesson plans, activities & assessments are designed to EVALUATE trainee ability to face challenges.

- Teachers' focus is NOT on communication of theoretical concepts.

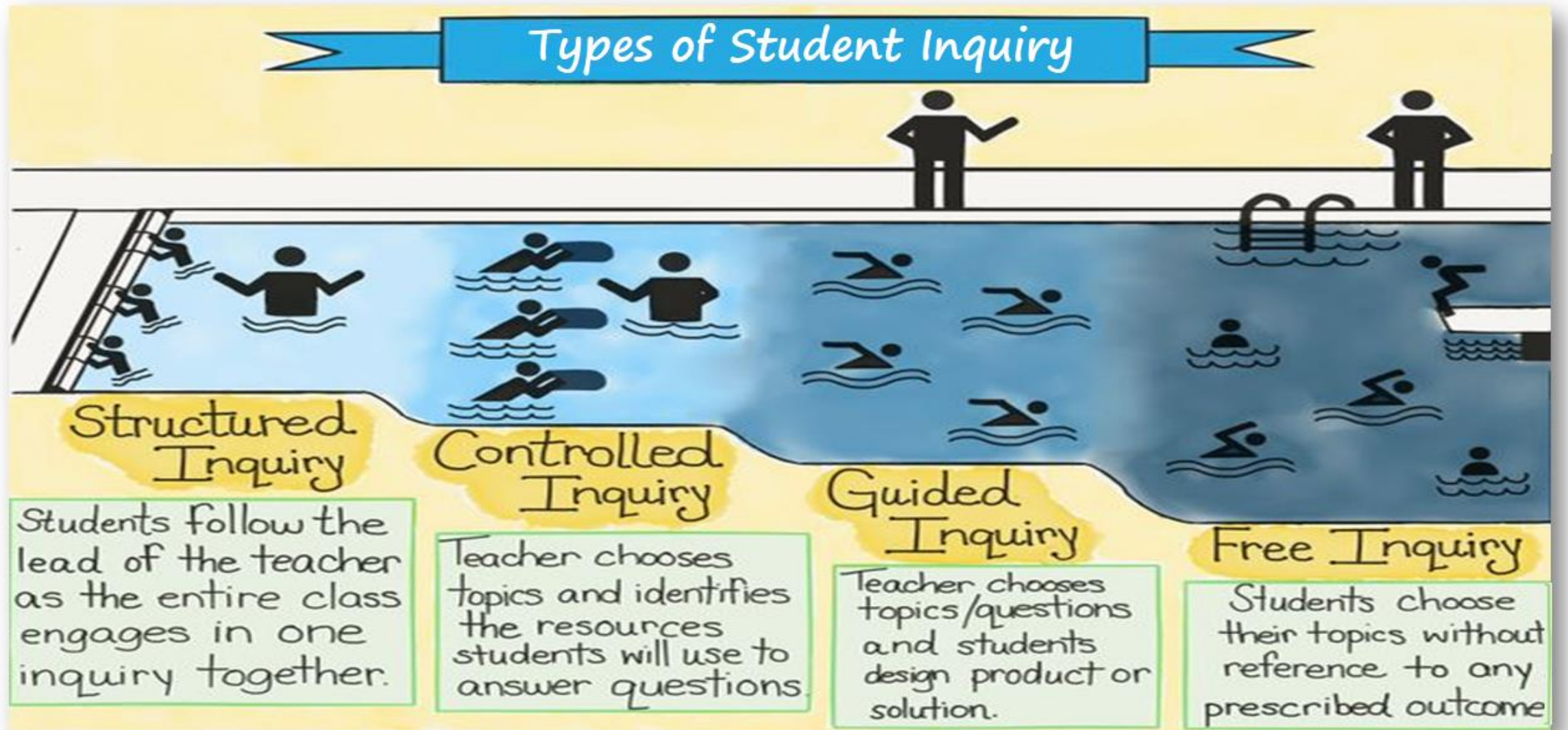- Students make strategic DECISIONS that are evaluated for their effectiveness and efficiency.

CREATE
EVALUATE
ANALYSE
APPLY
UNDERSTAND
REMEMBER
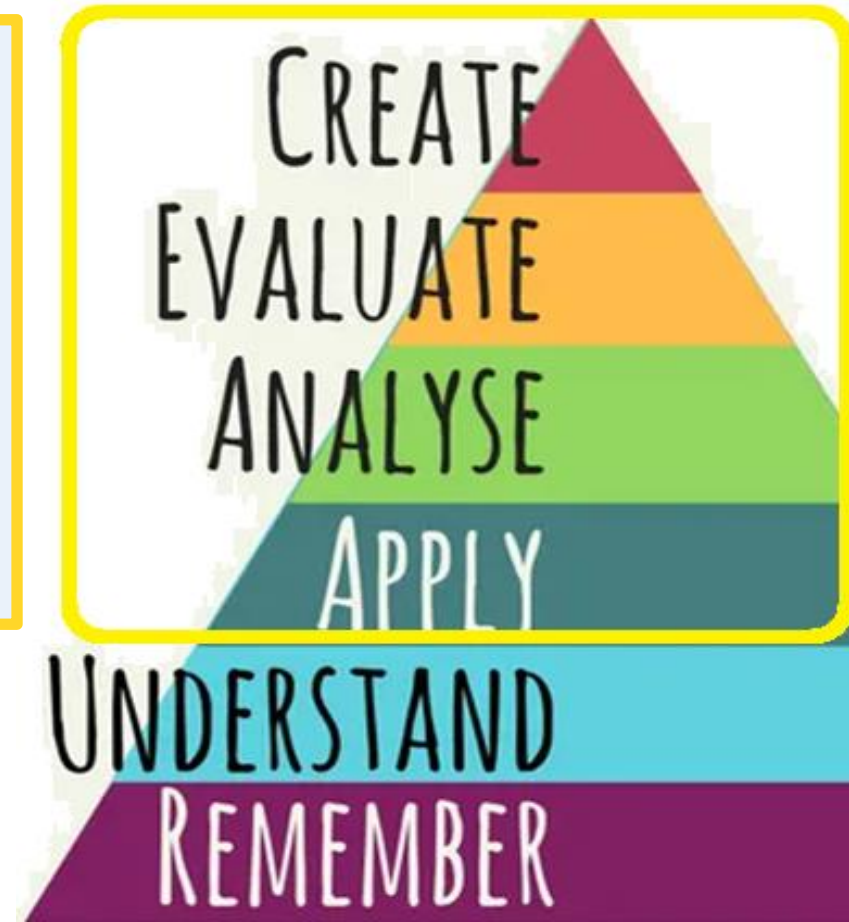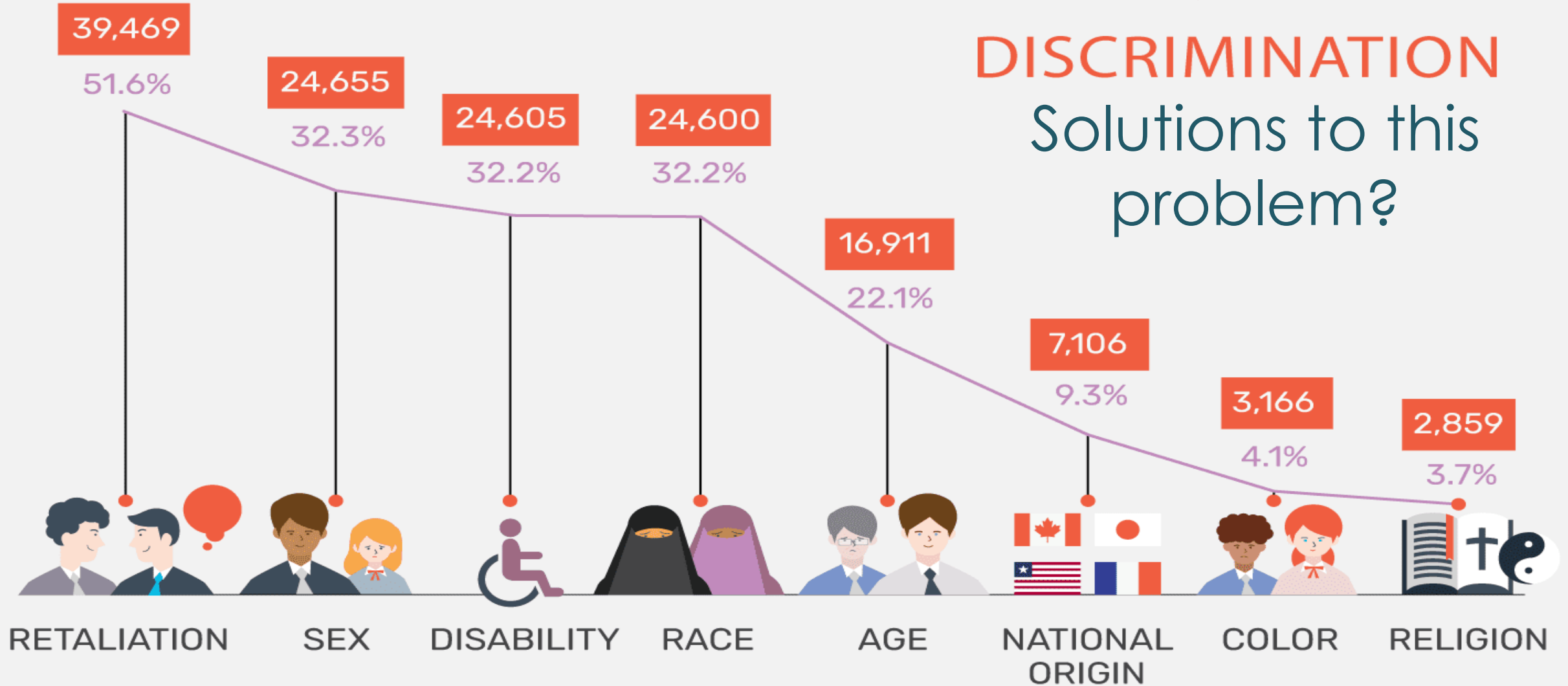
(c) Inquiry-based learning (IBL)

Debate

5E Knowledge Lens of Virtual Classroom Pedagogy

1) ENGAGE
the new concept is introduced to students for the first time, fostering an interest in the topic;

the students' prior knowledge and gaps are analyzed

2) EXPLORE (student-led)
students actively explore the new concepts hands-on through the scientific method, observations and communicating with their peers

3) EXPLAIN (teacher-led)
asks students to share what they learned and then introduces technical information utilizing digital tools, videos or other aides to boost understanding.

4) ELABORATE
helps students to develop a deeper understanding by giving them space to apply what they've learned.
ex. teacher asks students to research, discuss and present the topic

5) EVALUATE
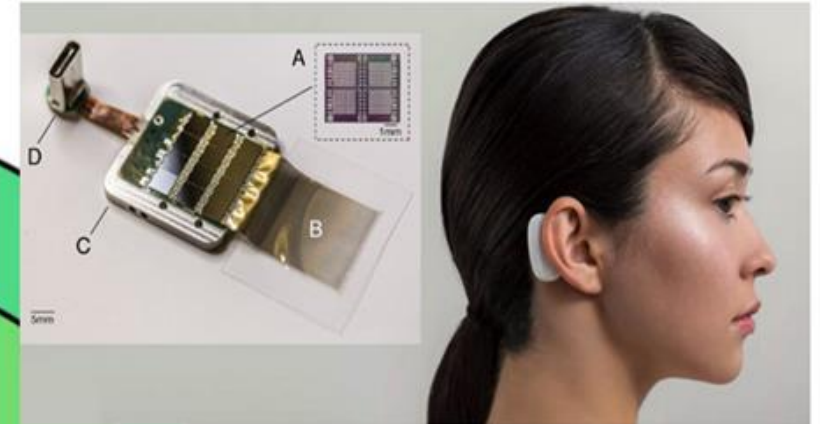Formal & informal assessment to observe students' grasp of core concepts and ability to solve problems.

ex. self / peer-assessment, assignments, exams

Empowering Students: The 5E Model Explained. (n.d.). from https://lesley.edu/article/empowering-students-the-5e-model-explained

Pedagogy of Activities

Prior to topic discussion

During topic discussion

Activity to Measure learning

Plenary Activity

Ice breaker Activity

Activity to Gauge learning

Activity to Support learning

Post topic discussion

WHAT are our Online training Goals**?**

Tesla Builds World's Fastest Car

BOLD
BUSINESS

Critical Thinker
Solving problems

Communicator
Understanding and
communicating ideas

Collaborator
Working with others

Creator
Producing high
quality work

Source: Lippl, C. (2013: p. 2).

HOW do we achieve these Goals?