ELEARNINGNEWS ARTICLE

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5 Reasons to get started using Scenario-Based e-Learning

What do we mean with Scenario-Based e-Learning, and how to use it at its best?

Core Inc.'s engagement survey results indicate that **managers do not give enough feedback to their teams**. What's the reason? It's tiring.

Very simply, they do not practice effective strategies for delivering feedback, A interviewed manager declares: "*I find that some members on my team become defensive when I give them feedback. They can't take the truth*." And also: "*I give feedback, but they don't listen. What am I supposed to do?*".

A major part of the problem lays into the inner elements of the company, such as its organizational culture and its structure of employees' expectations, and plain training can not touch these topics: however, the competence and effectiveness of giving the right feedback at the right moment may become a performance standard and then reinforced **with a learning experience**.

A **scenario-based e-Learning program** has been designed to help managers mastering the art of constructing and delivering feedbacks.

The learning program begins with the overview of how to give feedback, but rather then asking multiple-choice questions and wait for the manager to use his acquired competences in his daily activity, the program immediately challenges the learner with **lifelike situations** when he's asked to construct and deliver feedbacks. This allows him **test his choices and see their consequences**.

Scenario-based e-Learning is a design strategy helping to face complex situations like the improvement of performances by personalized training. **Why should it be considered and included into your solutions for performance improvement?**

1. Learners can experiment, succeed, and fail in an authentic and safe environment.
Trying new strategies in real life is not easy and very often experimenting makes people feel uncomfortable and uneasy. Scenario-based e-Learning offers a space for discovery and exploration without causing irreparable harm?yet the authenticity of the experience still allows learners to feel the real repercussions of their choices.

2. Learner performance can be measured.
With scenario-based e-Learning you can build a branched scenario where completion is dependent on moving through a mock feedback session in a specific way. If the course registers as complete (and the course's design is sound), you can deduce that participants were able to successfully navigate the course as intended.

3. Learner like learning experiences that are both visually engaging and meaningful.
Scenario-based e-Learning does not simply provide the opportunity to borrow from other visual storytelling fields like video games and film to create immersive worlds for learners. It also adds characters and emotion.

4. Learners are more able to apply what they learned on the job.
Learning coming from real tasks in a significant and authentic scenario in more effective and lasting.

5. Learners can be exposed to more complex and nuanced situations, feedback, and solutions.

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