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# Flipped classroom in the company learning

***In the transition from school to companies, the model of inverted classroom, flipped classroom, has been transformed into inverted learning, flipped learning. Here are what its characteristics are.***

**Flipped teaching** or flipped classroom is an approach that allows you to overturn the traditional order in which you divide a lesson. In traditional training and education we go from knowledge transfer to learning, from theory to practice. With the flipped classroom, independent work occurs first and then exchange with teachers. In a business context, where it is not so much the knowledge that counts, but rather the skills, flipped learning is a model that brings several benefits to the students and the trainer.

## What is the flipped classroom in the company?

In companies, the flipped classroom is a teaching strategy with which **blended training** is applied, i.e. partly in the classroom and partly online. With flipped learning, the traditional order of corporate training is reversed because students are asked to learn the training content outside the classroom, in eLearning mode, and perform the tasks and then apply the knowledge in the classroom, in the presence of the trainer and colleagues.

## What are the benefits of enterprise flipped learning?

Thanks to this flipped organization, flipped learning is able to bring several benefits to corporate training:

### It increases employee engagement and reduces stress.

If prior to classroom training, learners have plenty of time to learn basic concepts by reading worksheets, watching videos, or enjoying the **micro-contents for blended training**, they come to the meeting with the trainer with a certain amount of knowledge. This reduces the stress of having to learn content or close a skills gap on their own at home.

### Focuses classroom training on skills

Classroom meetings will not focus on theoretical information because students will have already visualized the content at home, asynchronously. Instead, the in-person class will focus on students' questions, to clarify their doubts, and above all, on the practical application of what they have learned with workshops, simulations and role-plays.

### Personalize the learning process

If your company uses an **LMS, learning management system**, to manage corporate training, students enrolled in a course will always have the ability to review course material at their own pace and according to their needs. Videos, worksheets, simulations, and podcasts will be available to the student before and after the classroom meeting. In this way, the student can review the material with a different eye after classroom practice and develop critical thinking. LMS statistics and reports allow you to monitor student progress, assign extra training modules to drill down on what was not understood, and gain valuable information about training preferences and needs that can be used to reinforce training.

## Why do flipped learning in the enterprise?

Flipped learning in the company has the same function as it does in teaching: **turning the learning process upside down**, letting the theory be learned at your own pace at home, with your own LMS, and the practice be tackled in the classroom, leaving room for doubts, questions, experimentation, applications. In short, the beauty of learning happens in the presence of the

trainer and in the company.

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