ELEARNINGNEWS ARTICLE

Year 5 - number 170 Wednesday 1 september 2021

How to promote teamwork with eLearning

As work becomes increasingly remote or mixed formulas, teamwork is increasingly central. Here's how to increase collaboration skills with online training.

It seems that companies have no intention of abandoning **remote work**, at least, until the health situation improves, and not entirely anyway. In an increasingly global labor market, the massive use of collaboration tools for **remote work** and **corporate training** will continue. In this context, the ability to **work as a team** in a virtual environment takes on a key role. Here are some tips for promoting collaboration with eLearning.

Improve communication skills with eLearning

Working together with colleagues, superiors, partners requires the ability to communicate clearly and effectively. This all starts with listening. Within an online course, you can incorporate group work focused on podcasts and discussion with colleagues to enhance students' listening and communication skills. After listening to an audio file, students can try to identify the problem presented, analyze it, and share their experiences with colleagues using forums, social groups, or blogs.

To learn how to argue, make proposals in the right way you can **prepare quizzes** with multiple answers with which to test communication skills. The feedback provided by the trainer with each answer, helps students understand the nature of their mistake.

Learning to resolve conflicts with an online course

The right LMS, learning, management system, provides several tools for conducting group work:

- **Collaborative tools** with commenting features: whether it's a work project or a simulation for training purposes, you can leave real-time comments on shared documents and compare with colleagues in order to achieve the end result.
- **Simulations and branching scenarios**: These tools also lend themselves to teamwork and are a great way to learn how to resolve conflicts. Generally, a **branching scenario** takes a different direction depending on a student's decisions. In group work, these decisions must reflect the collective will that is formed only by arriving at a mediation, then a resolution of any conflicts.
- **Social learning**: using a **virtual classroom**, students meet in real time, sharing doubts, experiences and knowledge. It can be a moment of restitution, where students present the results of the task assigned during the online training or a real training moment where you can use the content generated by the students themselves and learn among peers.

Understanding roles and assigning tasks

During simulations or group work in a virtual classroom, the trainer can assign different roles to the students to make sure that everyone can measure themselves with the **leadership role** to learn how to give instructions, mediate, assign roles to group members to achieve the set goals.

The purpose of teamwork is precisely to **enhance the professional skills** of each member in order to achieve a common goal. By working on communication skills, conflict mediation skills, and taking on leadership roles, an online course helps prepare students to collaborate remotely and gain new skills.

Translated with www.DeepL.com/Translator