



## TenStep Supplemental Paper

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### Easing Trainer Transition

As the training mode shifts from the classroom to the Web, trainers are transitioning from simply delivering information to mentoring and facilitating. This sudden transition is causing anxiety among some trainers.

Classroom teaching is different from developing and facilitating learning in virtual classrooms; therefore, the fear of relearning and using new technology makes some trainers apprehensive.

#### The Cause of Apprehension

- Fear of new technology and appearing incompetent.
- Fear of having no control over the training.
- Skepticism about the effectiveness of the new medium.
- Fear of losing jobs.
- Fear of training where their peers can see them.

#### What Management Can Do

Management can and must play a role in helping its trainers make a smooth transition from classroom to online if they want to successfully implement e-learning in their organization.

#### To overcome resistance, management can:

- Standardize best practices and successful results. Provide trainers with researched documentation along with a list of successful e-learning organizations.
- Allow enough time for the trainers to clarify any doubts and practice new learning technologies.
- Initially arrange for the trainers to teach in teams with an experienced distance-learning instructor. A trainer could also follow an experienced trainer's sessions to get comfortable with virtual classrooms.
- Explain that a trainer's role includes facilitating, site coordinating, moderating and offering learner support.
- Emphasize the importance of team spirit in distance learning. A team is comprised of an instructor, an instructional designer, a site facilitator and technology and administrative personnel.

#### Summary

The entire team's collective efforts help successful implementation of e-learning. Thereby, the team is accountable for the success or failure of the program.



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Though classroom instruction will always remain a part of training programs, a trainer's role will keep evolving over time with the onset of new technologies.