

How e-learning can help the trainers and coaches?

In today's business activities are becoming increasingly important so-called "soft skills". Wikipedia defines this term: "flexible skills (eng. soft skills) — set of non-specialized, career-professional skills who are responsible for successful participation in the work process, high efficiency and are through, that is not related to a specific subject area".

It is believed that the formation of soft skills are more suited for full-time training, where participants under the supervision of a coach or trainer to master skills for effective interaction with the outside world or even with yourself. E-courses in the majority of cases, coaches and trainers simply are not considered. For many e — rate is (maximum) only a presentation of the test, the use of which for the development of soft skills is pointless.

Of course, e-course, a computer program can't replace a high level coach who uses various psychological techniques, special techniques and special equipment, through which participants receive new experience, broaden the perspective on professional and personal questions, get answers to questions and, ultimately, solve the problems addressed coach.

In this technology that use consultants, for the most part remain at the level of "cotechnology" age: flipchart, cards with tasks, pens and workbooks, where the participants record their insights, impressions, thoughts.

How e-learning can be useful for coaches?

1. E-courses can be used as pretraining.

Often the coach takes a lot of time to technical and informational procedures: to talk about the rules of the training or game, the basic terms that will be applied. All this takes valuable minutes or tens of minutes. While this is not always possible to assess whether the participants understood the presenter. And the human factor is also impossible to exclude — a coach may miss some important point, repeating the same text from time to time with different participants. In this situation, the perfect electronic pretraining. After passing it, the participant will be able to learn all the necessary information. And just to make sure that the information is understood, the user can be offered a short test. Add to your course feedback form and before the training you will collect the expectations of participants.

2. E-courses can be used as post-training.

To assess how the knowledge, skills, experience learned by the participants as they affect their work and life, you can also use the e-course. In it the participants repeat the knowledge, refresh the experience and remember the main points of the training, which could erode from memory. In addition, the course can be used for collecting and recording feedback.

Create e-learning courses for pre - and posttraining in special programs, such as Articulate Storyline.

3. E-course will help get rid of the transfer case.

Modern development tools courses allow you to create email templates, where participants of training events can record the answers to the questions, thoughts, insights, impressions. Ready filled notebooks can be saved in a readable format or even post in the social network. Any materials: cards, magazines, games rules much more convenient to provide it in electronic format, every modern person has a smartphone that can perfectly help in the work of a coach.

4. E-course will help you to get more experience.

Through the use of technology AR (augmented reality) and VR (virtual reality) training will be additional to enrich the emotional experience. Imagine that you spend the game laid on the floor, cards on which participants move as pieces in a Board game. The participant throws the dice, moves to a specific field leads the camera of the smartphone and see a description of what he needs to do or the three-dimensional character, which says something, or watching a video. Such technologies are already available and are used in the gaming industry.

And this, of course, not all examples of how e-learning can help coaches and trainers. Analyze your work and you will find much more situations where you can implement new technology training.

Conclusion.

E-courses of course can't replace a coach or trainer. On the other hand this tool can be an indispensable tool that will enhance the effectiveness of trainings and games, optimizes your time and helps to concentrate on work. In addition, the level of coaching that apply in their work new technologies will be much higher colleagues working "the old way".

The world and technology is evolving with great speed, and is necessary not just to keep up with the times, and to run like hell.

"And they rushed so fast that it seemed to glide through the air, not [do my essay for me free](#) touching the ground down, until finally, when Alice is already quite tired, they suddenly stopped, and Alice saw that she was sitting on the ground and can't catch my breath.

The Queen propped her up against the tree and said gently:

— Now you can relax a bit!

Alice in wonder looked.

— What is it? she asked. We remained under this tree! Do we not budged a single step?

— Well, of course not, ' replied the Queen. — What do you want?

— We, — said Alice, panting, when long time running with all speed, you get in another place.

'A slow sort of country!' — said the Queen. — Well, here, you know, you have to run just to stay in the same place! If you want to get somewhere else, you must run at least twice as fast!"

If you want to know more about how to equip your trainings, business games, business with the help of e-learning technologies, contact:
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