CI eLearning Practices Survey

Showing 16 of 16 responses
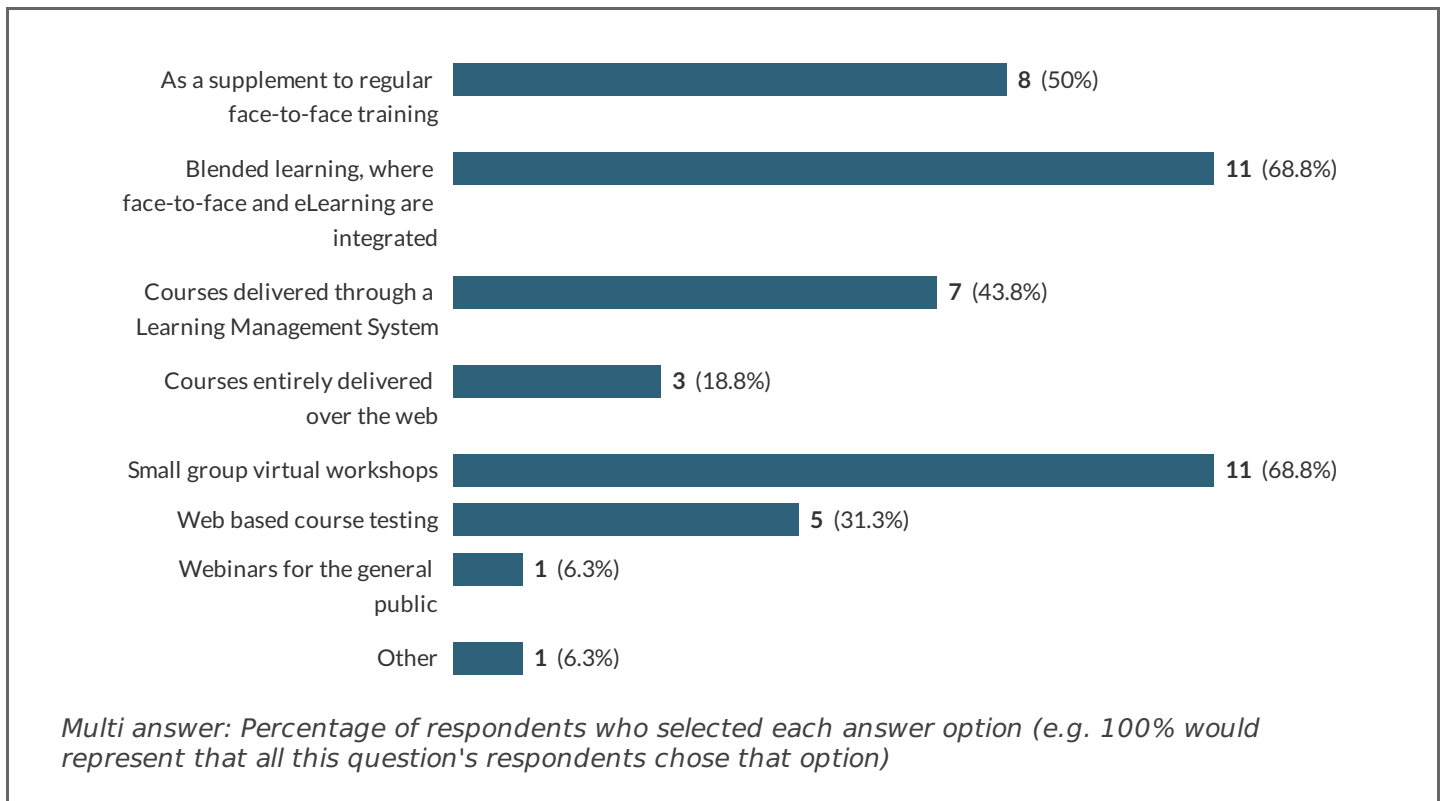
Showing **all** responses

Showing **all** questions

Response rate: 8%

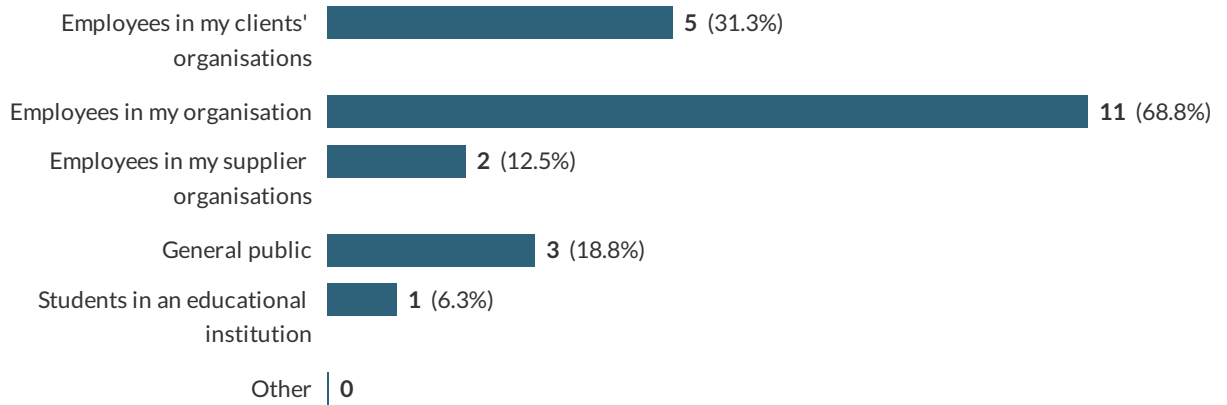## Nature and use of your CI eLearning

1 What type of CI eLearning do you currently deliver? (Select all that apply)

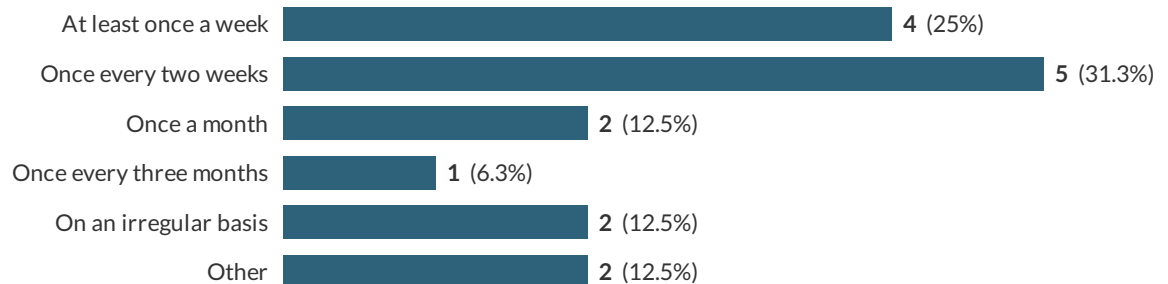| Answer option	Value
As a supplement to regular face-to-face training	**8** (50%)
Blended learning, where face-to-face and eLearning are integrated	**11** (68.8%)
Courses delivered through a Learning Management System	**7** (43.8%)
Courses entirely delivered over the web	**3** (18.8%)
Small group virtual workshops	**11** (68.8%)
Web based course testing	**5** (31.3%)
Webinars for the general public	**1** (6.3%)
Other	**1** (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

1.a If you selected Other, please specify:

Showing 1 response	
None currently - but looking to have a blended approach up and running by September	603793-603784-62305000

2 To whom do you deliver CI eLearning? (Select all that apply)

Employees in my clients' organisations   **5** (31.3%)

Employees in my organisation   **11** (68.8%)

Employees in my supplier organisations   **2** (12.5%)

General public   **3** (18.8%)

Students in an educational institution   **1** (6.3%)

Other   **0**

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

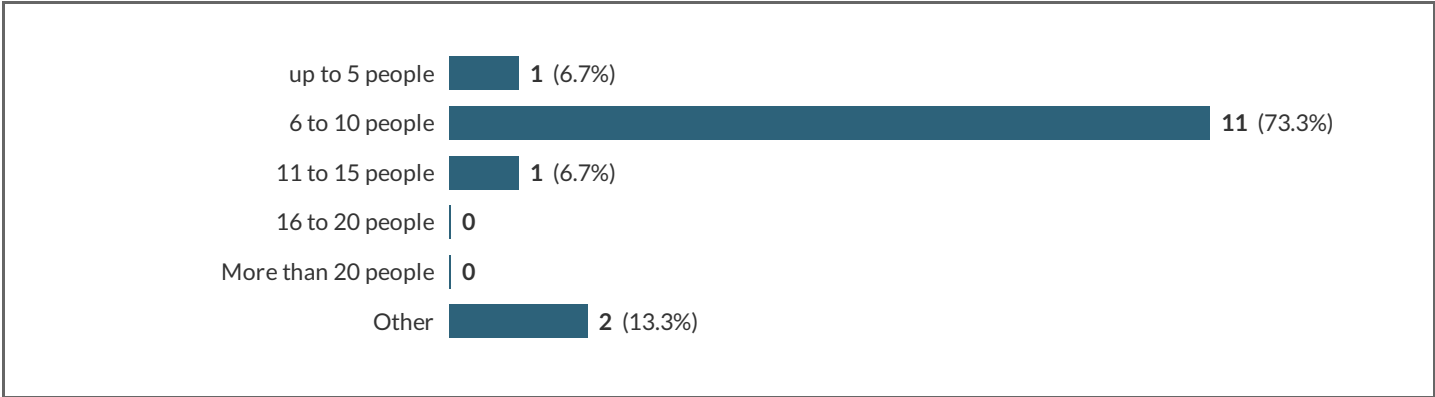**2.a** If you selected Other, please specify:

No responses

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3 How often do you deliver CI eLearning?

At least once a week   **4** (25%)

Once every two weeks   **5** (31.3%)

Once a month   **2** (12.5%)

Once every three months   **1** (6.3%)

On an irregular basis   **2** (12.5%)

Other   **2** (12.5%)

3.a If you selected Other, please specify:

Showing all 2 responses	
Have run some elements such as coaching virtually for a while, but Covid has pushed for more development of other areas which we are just starting, and for us to begin developing ideas on.	603793-603784-60640494
Based on requests within the e-learning management system which can therefore vary in terms of demand and frequency	603793-603784-61084508

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4 What is the typical group size of your eLearning?

up to 5 people	**1** (6.7%)	
6 to 10 people	**11** (73.3%)	
11 to 15 people	**1** (6.7%)	
16 to 20 people	**0**	
More than 20 people	**0**	
Other	**2** (13.3%)	

4.a If you selected Other, please specify:

Showing all 2 responses	
Individual for e-learning foundation module. Webinar/interactive online training sessions typically planned for up to 12 to enable interaction	603793-603784-61084508
Not decided as of yet	603793-603784-62305000

Impact of the Coronavirus crisis

5 Was your introduction of CI eLearning the result of the Coronavirus crisis?

Yes	**6** (37.5%)	
No	**4** (25%)	
Partly - it accelerated implementation	**6** (37.5%)	

5.a What changes did you make to your existing material to make it suitable for online delivery?

Showing first 5 of 10 responses	
We changed one of the reinforcing activities and completed more detailed script.	603793-603784-60639322
We are just starting this. Ideas from others welcome! We have had to look at what and how activity based learning is needed, and what can be delivered.	603793-603784-60640494
Removal of practical activities that were difficult to do. Keep the training very basic mainly understanding and use of tools.	603793-603784-60712342
More movies	603793-603784-60827805
Broken into small (2 hour) modules over two weeks	603793-603784-61282449

6 What has been the impact of the Coronavirus crisis on your face-to-face CI training activity? (Select all that apply)
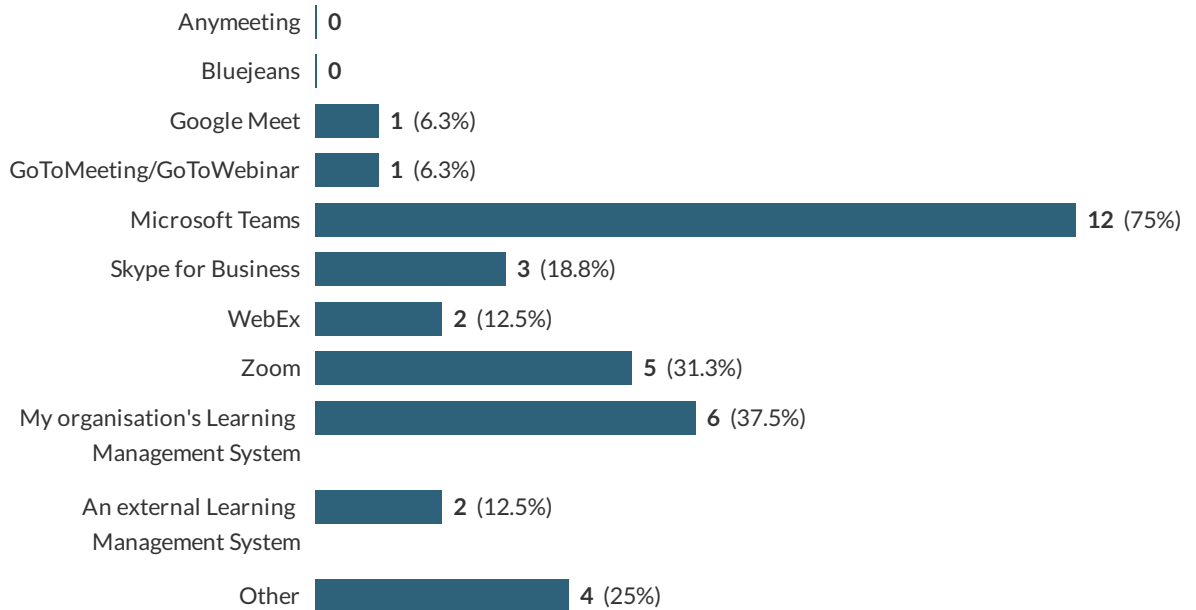

All training stopped immediately **7** (43.8%)
Existing training was reconfigured for online delivery **8** (50%)
It has had no impact on training **1** (6.3%)
Most training stopped immediately **4** (25%)
Planned training was cancelled **1** (6.3%)
Planned training was postponed or rescheduled **3** (18.8%)
Some training stopped immediately **3** (18.8%)
We do not deliver face to face CI training **2** (12.5%)
Other **1** (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

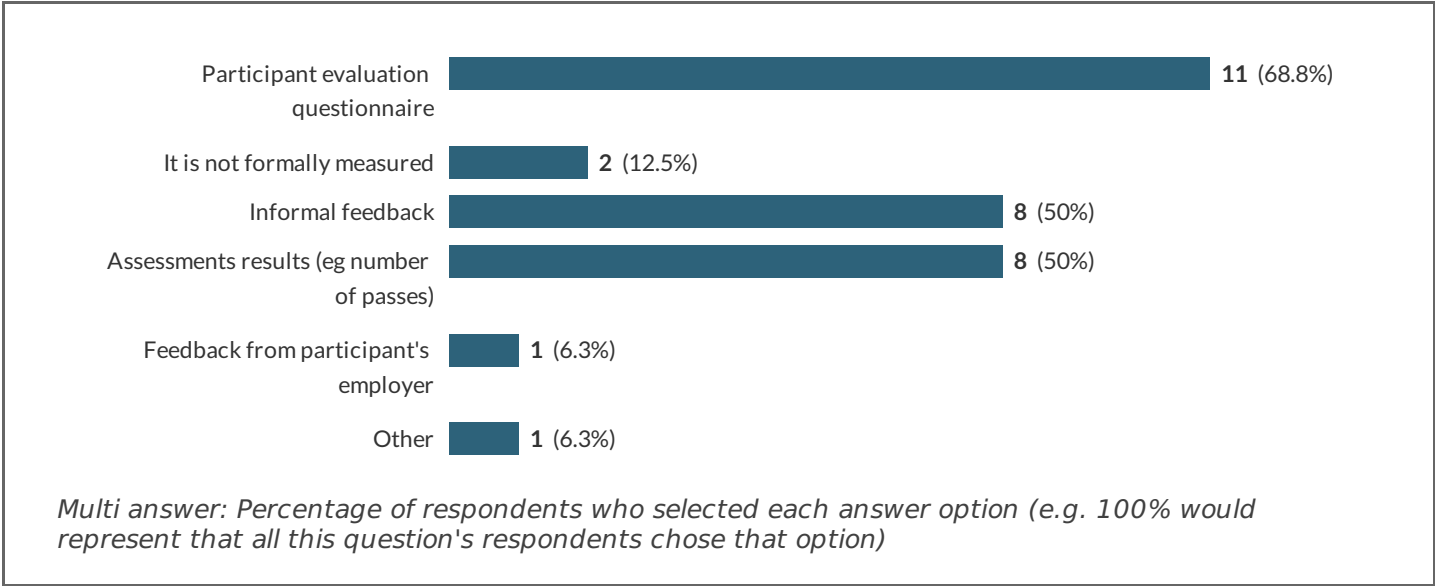6.a If you selected Other, please specify:

Showing 1 response	
We are reconfiguring training for online delivery	603793-603784-62305000

eLearning Platforms Used

7 What platforms do you use to deliver CI eLearning? (Select all that apply)

Platform	Count
Anymeeting	0
Bluejeans	0
Google Meet	1 (6.3%)
GoToMeeting/GoToWebinar	1 (6.3%)
Microsoft Teams	12 (75%)
Skype for Business	3 (18.8%)
WebEx	2 (12.5%)
Zoom	5 (31.3%)
My organisation's Learning Management System	6 (37.5%)
An external Learning Management System	2 (12.5%)
Other	4 (25%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

7.a If you selected Other, please specify:

Showing all 4 responses	
Creating webinars for view via MS Stream, and interactive images which learners can click on specific areas to access more information about that tool.	603793-603784-60640494
Miro	603793-603784-60827805
adobe connect	603793-603784-61830557
Assessing MIRO	603793-603784-62317544

7.b What is the name of the external Learning Management System you use?

Showing all 2 responses	
Lifter LMS	603793-603784-60924542
Totara Learn	603793-603784-61282449

Evaluating your CI eLearning

8 How do you measure the effectiveness of your eLearning? (Select all that apply).

Participant evaluation questionnaire	**11** (68.8%)
It is not formally measured	**2** (12.5%)
Informal feedback	**8** (50%)
Assessments results (eg number of passes)	**8** (50%)
Feedback from participant's employer	**1** (6.3%)
Other	**1** (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

8.a If you selected Other, please specify:

Showing 1 response	
Engagement in follow up coaching sessions.	603793-603784-60640494

9 How effective is your CI eLearning in delivering its intended outcomes?

Very ineffective	**0**
Quite ineffective	**1** (6.3%)
Quite effective	**9** (56.3%)
Very effective	**2** (12.5%)
Don't know	**4** (25%)
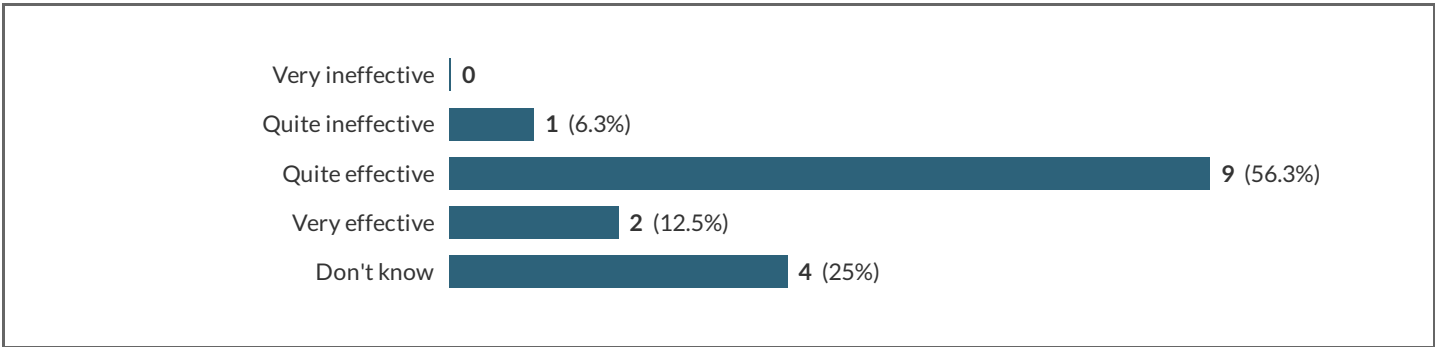
9.a Why is it ineffective?

Showing 1 response	
It is very difficult to gain participation from all on a teams call. This is either through IT issues or home challenges.	603793-603784-61148793

Why is it effective?

Showing first 5 of 11 responses	
Teams are feeding back to other teams, thus expanding number of internal clients	603793-603784-60639322
Information and knowledge is effective. Training practical skills is a bigger challenge online	603793-603784-60639425
The outcomes of the training is for colleagues to understand the tools and its application. In addition we added drop in sessions for those who started using it and were stuck or not clear what to do next.	603793-603784-60712342
Students pass their examen and tell they have learned new stuff	603793-603784-60827805
Because my eLearning is focused into one industry and it is backed up with real experience	603793-603784-60924542

10 What are the strengths of your CI eLearning?

Showing first 5 of 16 responses	
Very much based upon changes that have happened within our own organisation that have been driven by CI. Very informal.	603793-603784-60639322
Flexibility for trainee, variety, investments for customer, combination of online meetings with lots of practising and e-learning that trainees can do whenever thay choose for that.	603793-603784-60639425
Flexible. Tailored to our organisation's management system.	603793-603784-60640494
No geographical boundary, accessible to any colleague, recorded workshops as a refresher for those that attended.	603793-603784-60712342
Interactionele online	603793-603784-60827805

11 What are the weaknesses of your CI eLearning?

Showing first 5 of 16 responses	
Too dependent on Teams, we are looking to incorporate SLIDO so can be more interactive	603793-603784-60639322
Training skills is a challenge online. And the connection/real contact with trainees is not as natural as offline. Next to that there's not as much fun as before (for trainees and trainer). To inspire people and stimulate and motivate them to go to the gemba and experiment is more difficult online. But, whe are learning and adapting ;-)	603793-603784-60639425
Early in it's development - still lots of learning to do.	603793-603784-60640494
No practical activities (i.e. paper plane exercise), not Face to Face were delivery of training feels engaging and personal, able to utilise different amenities (space, flip chart, white board etc).	603793-603784-60712342
Max of half day training at once,	603793-603784-60827805

12 What do you think are the top three factors that contribute to making CI eLearning very effective?

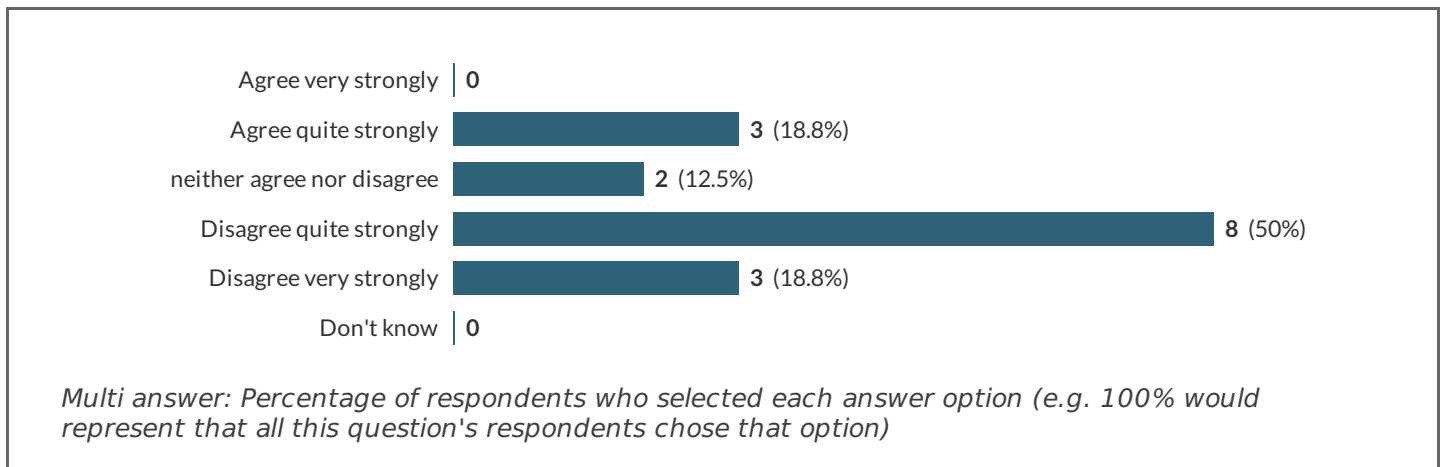| Showing first 5 of 16 responses	
Knowledge of the facilitator Incorporating different platforms Organisation (and sometimes Team) specific	603793-603784-60639322
- More good online interactive games - a good preperation of the trainees - small groups and shorter days	603793-603784-60639425
Flexible, accessible, applicable	603793-603784-60640494
Adapting some of the practical examples to online, interactive CI course that can help to deliver the training, support the learner and record their achievements. Lastly CI Scenario testing to understand their achievements in learning and helps to understand delivery of course too.	603793-603784-60712342
Interaction Breaks Max half a day at once	603793-603784-60827805

13 What do you think are the top three factors that contribute to making CI eLearning less effective?

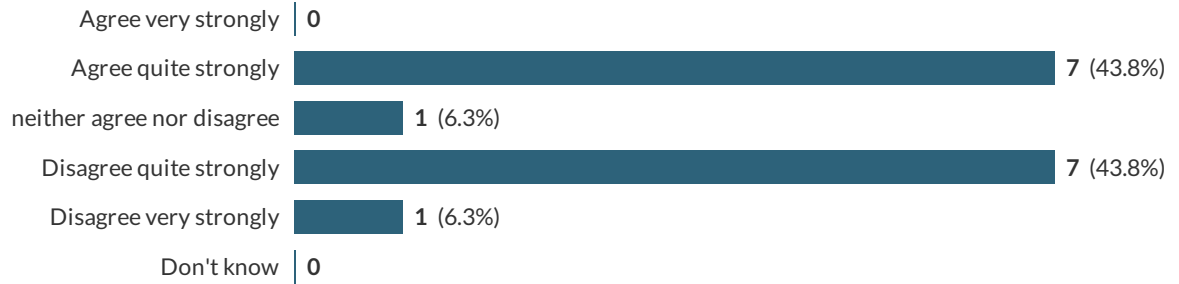| Showing first 5 of 15 responses	
Facilitator not prepared Training pushed, rather than pulled Just reliant on powerpoint	603793-603784-60639322
lack of interaction with others challenge of resources to hang theory on time to develop new resources leaves potential lag	603793-603784-60640494
Too much text reading, no interactive activities and duration longer than 2 hours.	603793-603784-60712342
Boring presentations Long days online No real contact	603793-603784-60827805
High level content that cannot be related too Theory and concepts only Tick box exercise for a certificate only	603793-603784-60924542

eLearning Perceptions and Plans

14 State you level of agreement or disagreement with the following statements about CI eLearning.

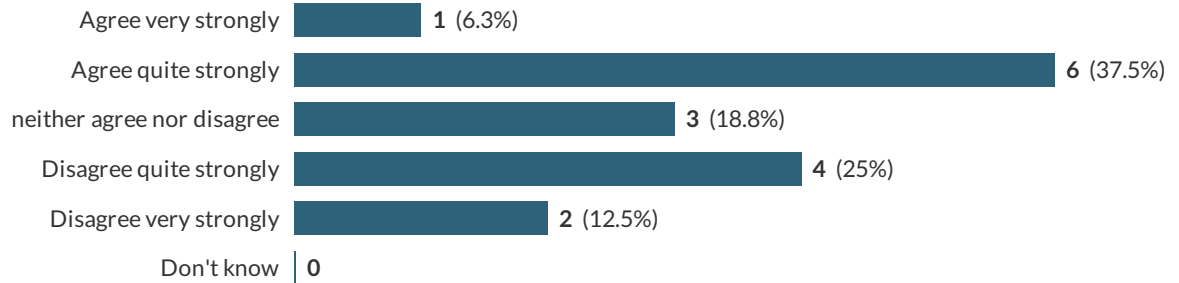**14.1** eLearning can only be effective for CI awareness raising training.

Agree very strongly	0
Agree quite strongly	3 (18.8%)
neither agree nor disagree	2 (12.5%)
Disagree quite strongly	8 (50%)
Disagree very strongly	3 (18.8%)
Don't know	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

14.2 The lack of face to face interaction among eLearning course participants does not pose significant problems.

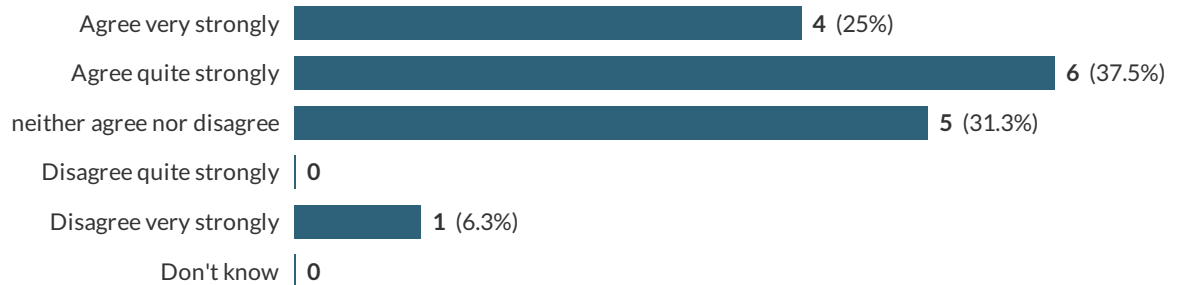|	
Agree very strongly	0
Agree quite strongly	7 (43.8%)
neither agree nor disagree	1 (6.3%)
Disagree quite strongly	7 (43.8%)
Disagree very strongly	1 (6.3%)
Don't know	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

14.3 eLearning will eventually replace most face-to-face training.

Agree very strongly	1 (6.3%)
Agree quite strongly	6 (37.5%)
neither agree nor disagree	3 (18.8%)
Disagree quite strongly	4 (25%)
Disagree very strongly	2 (12.5%)
Don't know	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

14.4 eLearning's success is largely dependent on participants' ability to use the web communications technology.

Agree very strongly	4 (25%)
Agree quite strongly	6 (37.5%)
neither agree nor disagree	5 (31.3%)
Disagree quite strongly	0
Disagree very strongly	1 (6.3%)
Don't know	0

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

14.5 CI eLearning can only work effectively with small groups.

Agree very strongly   **3** (18.8%)

Agree quite strongly   **5** (31.3%)

neither agree nor disagree   **5** (31.3%)

Disagree quite strongly   **3** (18.8%)

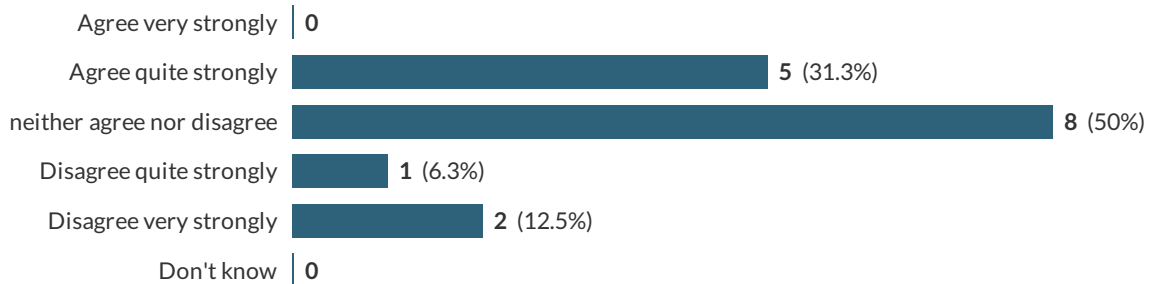Disagree very strongly   **0**

Don't know   **0**

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

14.6   eLearning is very useful as part of a blended delivery of CI training.

Agree very strongly   **6** (37.5%)

Agree quite strongly   **10** (62.5%)

neither agree nor disagree   **0**

Disagree quite strongly   **0**

Disagree very strongly   **0**

Don't know   **0**

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)
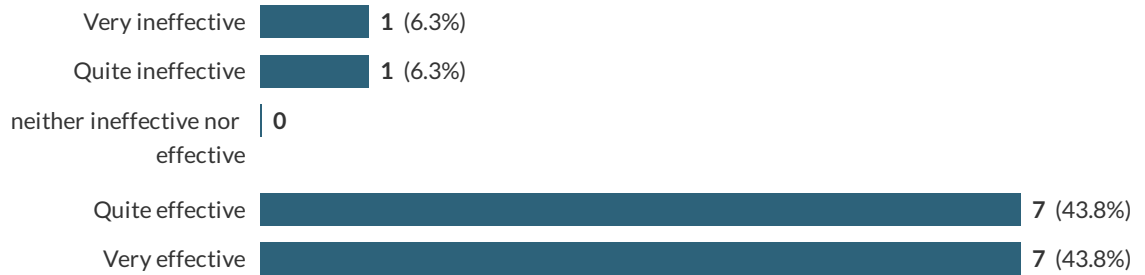

14.7   The lower costs of eLearning delivery outweigh any disadvantages it has.

Agree very strongly   **0**

Agree quite strongly   **5** (31.3%)

neither agree nor disagree   **8** (50%)

Disagree quite strongly   **1** (6.3%)

Disagree very strongly   **2** (12.5%)

Don't know   **0**

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)
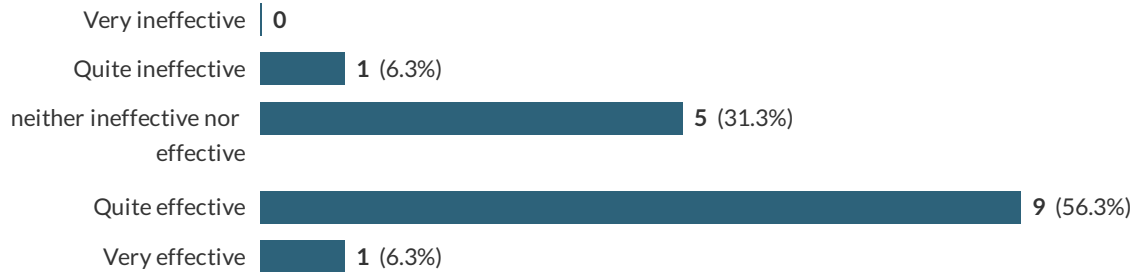
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15   Based on your experiences, how effective do you think CI eLearning is in teaching the following topics?

15.1 Awareness of CI concepts & principles

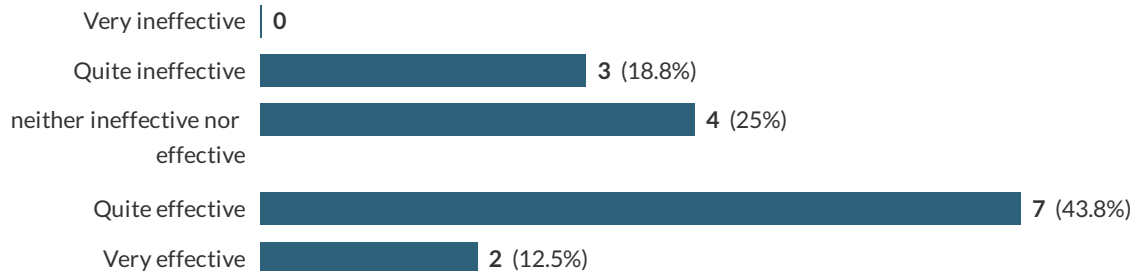|	
Very ineffective	**1** (6.3%)
Quite ineffective	**1** (6.3%)
neither ineffective nor effective	**0**
Quite effective	**7** (43.8%)
Very effective	**7** (43.8%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15.2 Change management

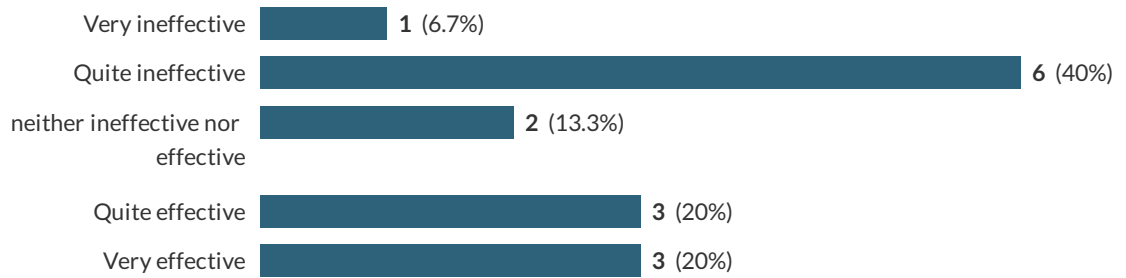|	
Very ineffective	**0**
Quite ineffective	**1** (6.3%)
neither ineffective nor effective	**5** (31.3%)
Quite effective	**9** (56.3%)
Very effective	**1** (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15.3 Communications

Very ineffective	**0**
Quite ineffective	**3** (18.8%)
neither ineffective nor effective	**4** (25%)
Quite effective	**7** (43.8%)
Very effective	**2** (12.5%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15.4 Coaching

Very ineffective — **1** (6.7%)
Quite ineffective — **6** (40%)
neither ineffective nor effective — **2** (13.3%)
Quite effective — **3** (20%)
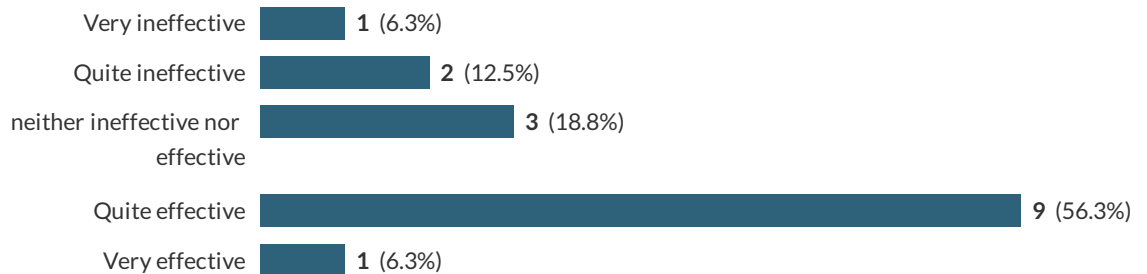Very effective — **3** (20%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15.5 General CI tools and techniques

Very ineffective — **1** (6.3%)
Quite ineffective — **1** (6.3%)
neither ineffective nor effective — **0**
Quite effective — **13** (81.3%)
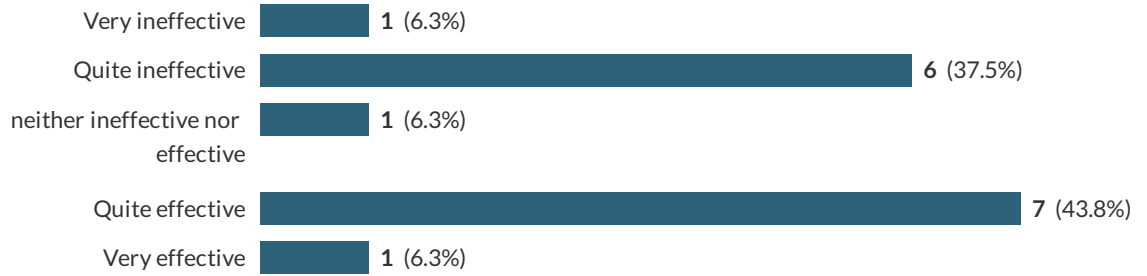Very effective — **1** (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15.6 Improvement models

Very ineffective — **1** (6.3%)
Quite ineffective — **2** (12.5%)
neither ineffective nor effective — **3** (18.8%)
Quite effective — **9** (56.3%)
Very effective — **1** (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15.7 Leadership

Very ineffective   **1** (6.3%)

Quite ineffective   **6** (37.5%)

neither ineffective nor effective   **1** (6.3%)

Quite effective   **7** (43.8%)

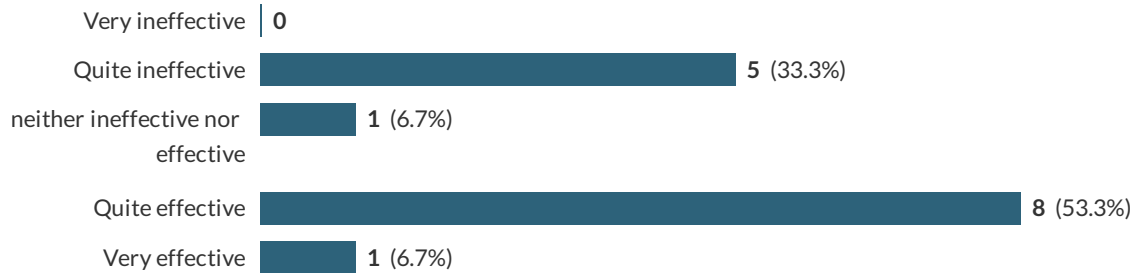Very effective   **1** (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15.8   Mapping techniques

Very ineffective   **0**

Quite ineffective   **5** (33.3%)

neither ineffective nor effective   **1** (6.7%)

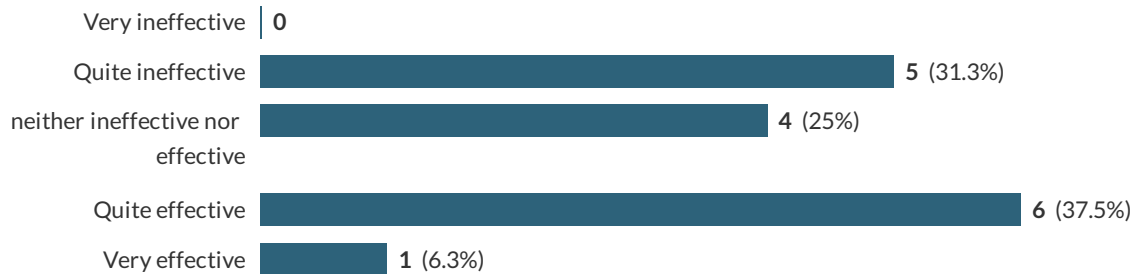Quite effective   **8** (53.3%)

Very effective   **1** (6.7%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15.9   Problem solving

Very ineffective   **0**

Quite ineffective   **5** (31.3%)

neither ineffective nor effective   **4** (25%)

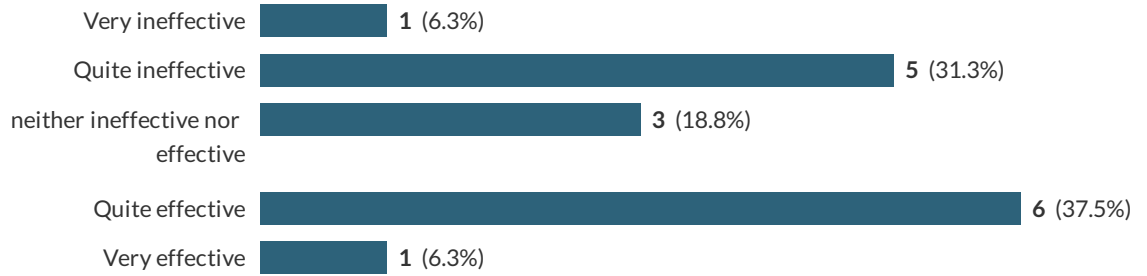Quite effective   **6** (37.5%)

Very effective   **1** (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

15.10   Statistical analysis

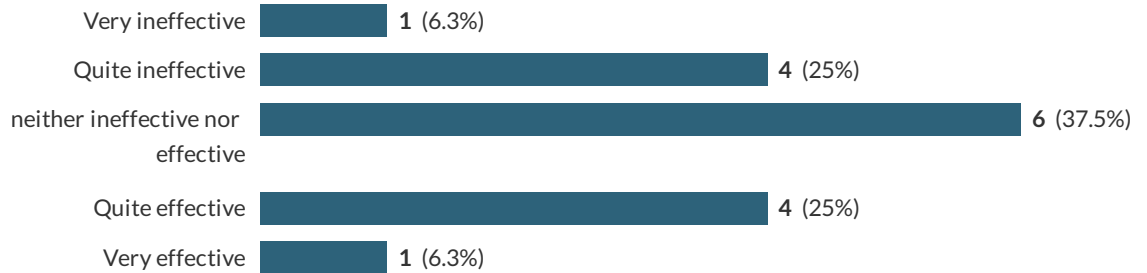|	
Very ineffective	1 (6.3%)
Quite ineffective	5 (31.3%)
neither ineffective nor effective	3 (18.8%)
Quite effective	6 (37.5%)
Very effective	1 (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

Strategy deployment

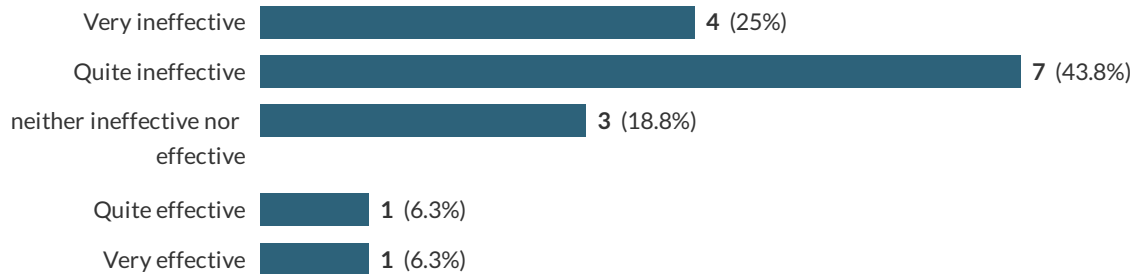|	
Very ineffective	1 (6.3%)
Quite ineffective	4 (25%)
neither ineffective nor effective	6 (37.5%)
Quite effective	4 (25%)
Very effective	1 (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

Team building

Very ineffective	4 (25%)
Quite ineffective	7 (43.8%)
neither ineffective nor effective	3 (18.8%)
Quite effective	1 (6.3%)
Very effective	1 (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

Visual management

Very ineffective �— **1** (6.3%)

Quite ineffective ▬ **2** (12.5%)

neither ineffective nor
effective ▬▬ **4** (25%)

Quite effective ▬▬▬▬ **8** (50%)
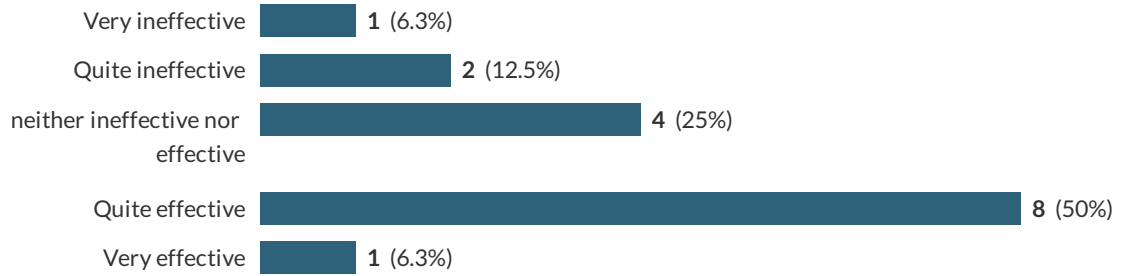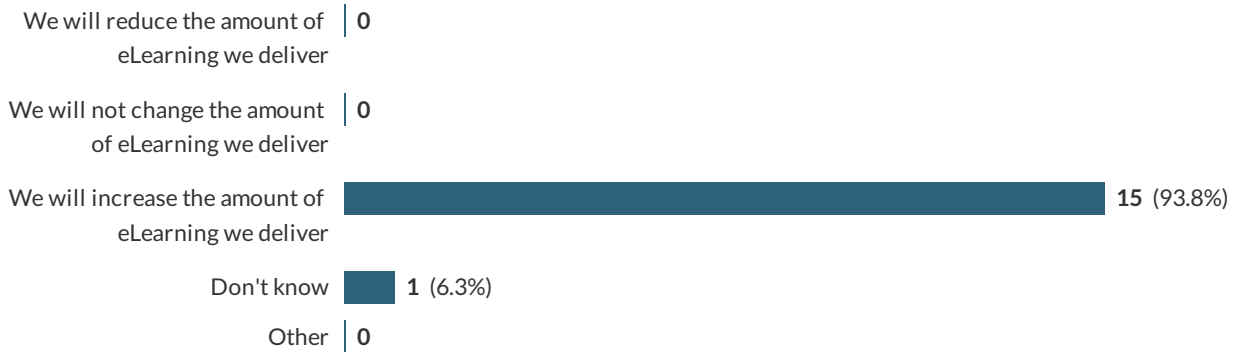
Very effective ▬ **1** (6.3%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

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16 What are your plans for CI eLearning over the next 12 months?

We will reduce the amount of
eLearning we deliver | **0**

We will not change the amount
of eLearning we deliver | **0**

We will increase the amount of
eLearning we deliver ▬▬▬▬▬▬ **15** (93.8%)
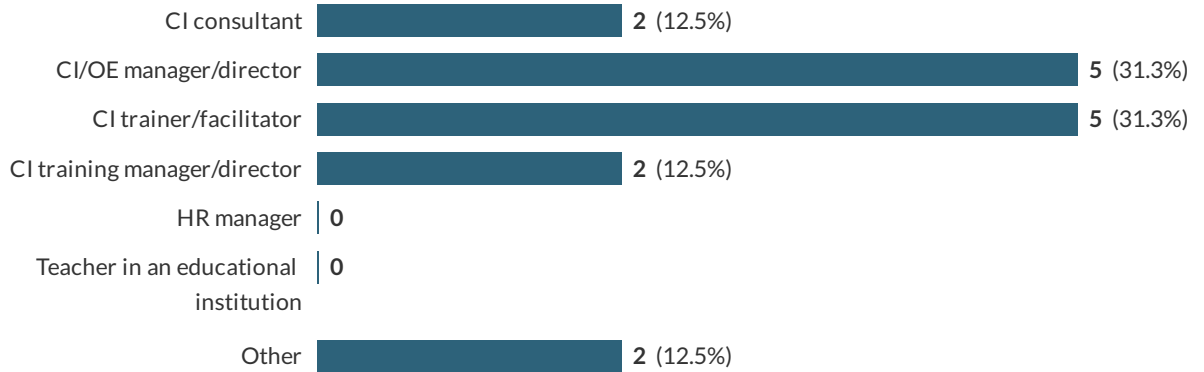
Don't know ▬ **1** (6.3%)

Other | **0**

16.a If you selected Other, please specify:

No responses

About you and your employment

17 What is your role? Select the most appropriate description.

CI consultant	**2** (12.5%)
CI/OE manager/director	**5** (31.3%)
CI trainer/facilitator	**5** (31.3%)
CI training manager/director	**2** (12.5%)
HR manager	**0**
Teacher in an educational institution	**0**
Other	**2** (12.5%)

17.a If you selected Other, please specify:

Showing all 2 responses	
Project Manager	603793-603784-60712342
Energy and Utilities	603793-603784-61466673

18 Type of organisation

Business services	**1** (6.3%)
Consultancy	**3** (18.8%)
Consumer services	**0**
Education	**1** (6.3%)
Financial services	**0**
Government, Public Service	**4** (25%)
Healthcare	**1** (6.3%)
Manufacturing	**1** (6.3%)
Primary sector	**0**
Retail, distribution, logistics	**1** (6.3%)
Third sector	**0**
Other	**4** (25%)
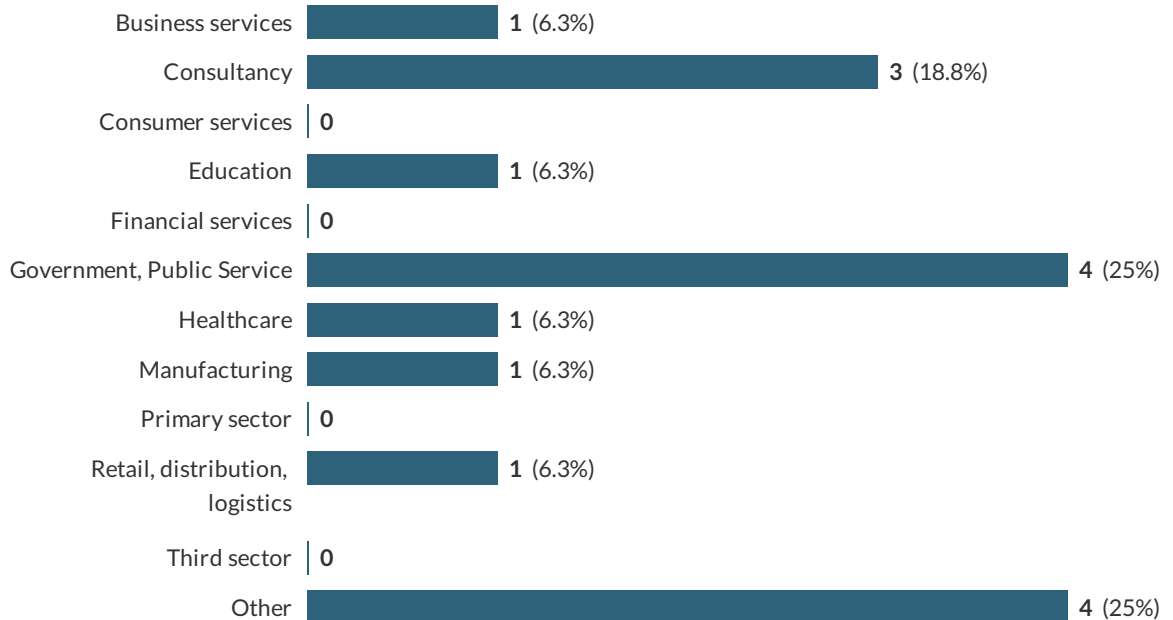
18.a If you selected Other, please specify:

Showing all 4 responses	
Social housing and construction	603793-603784-60924542
Utilities	603793-603784-61084508
Scientific	603793-603784-61282449
Construction	603793-603784-63208628

19 Where are you located?

Location	Value
Africa	0
Australasia	0
Belgium	0
Eastern Europe	0
Europe - other	0
France	0
Germany	1 (6.3%)
Italy	0
Middle East	0
Netherlands	2 (12.5%)
North America	0
Scandanavia	0
SE Asia	0
South America	0
Spain	0
UK	13 (81.3%)
Other	0
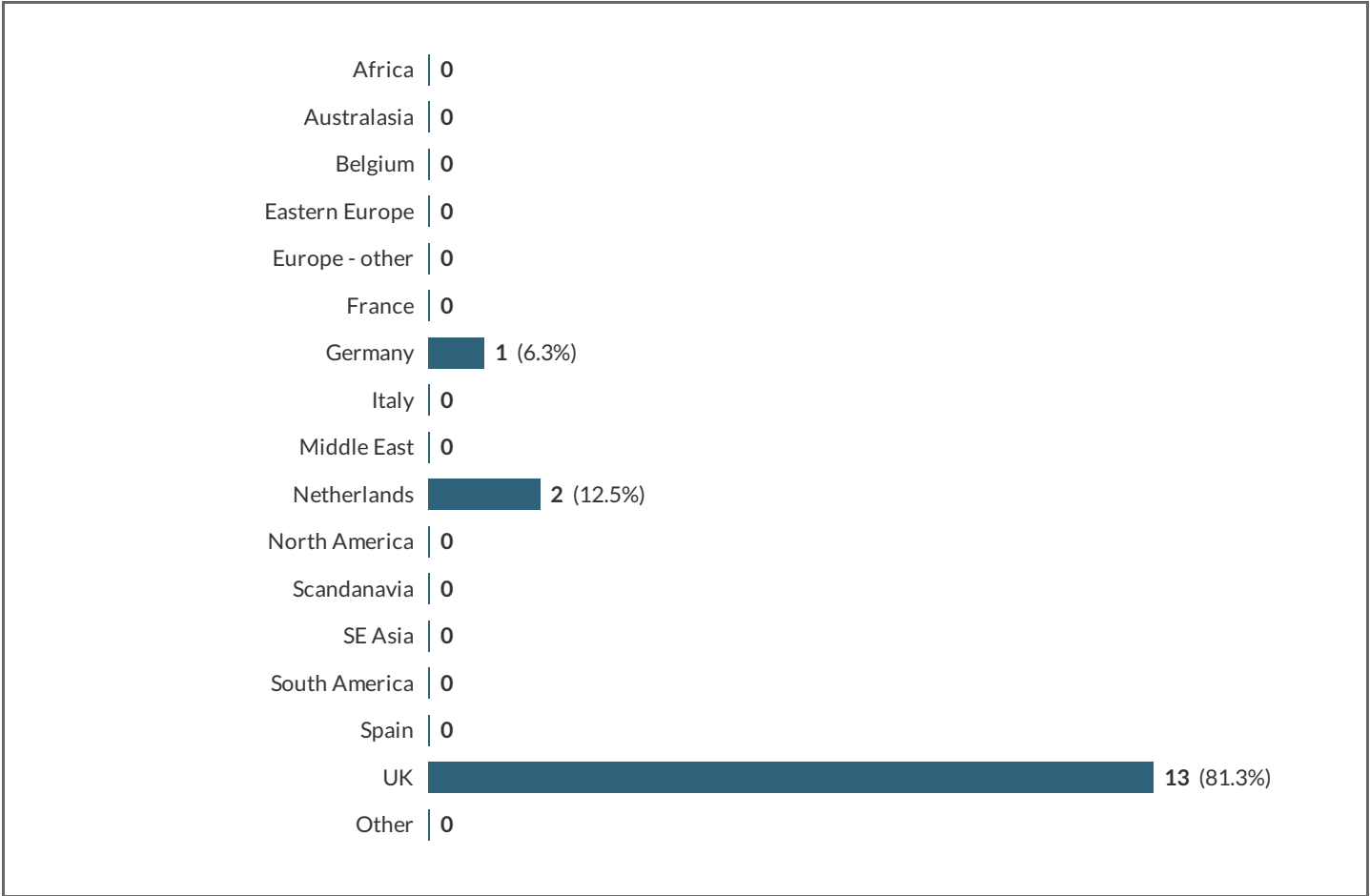
19.a If you selected Other, please specify:

No responses

20 How many FTE employees are in your organisation?

Less than 25	4 (25%)
26 to 50	0
51 to 250	0
251 to 1000	1 (6.3%)
1001 to 5000	4 (25%)
Over 5000	7 (43.8%)