

The Art of the Flip: How Flipped Video Enhances Training and Onboarding

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Learners are only with you for a limited time.

So how can you make the best use of that time?



The Traditional Training Model

Before
Preparation



During
Presentation



After
Practice



The Flipped Training Model

Before
Presentation



During
Practice

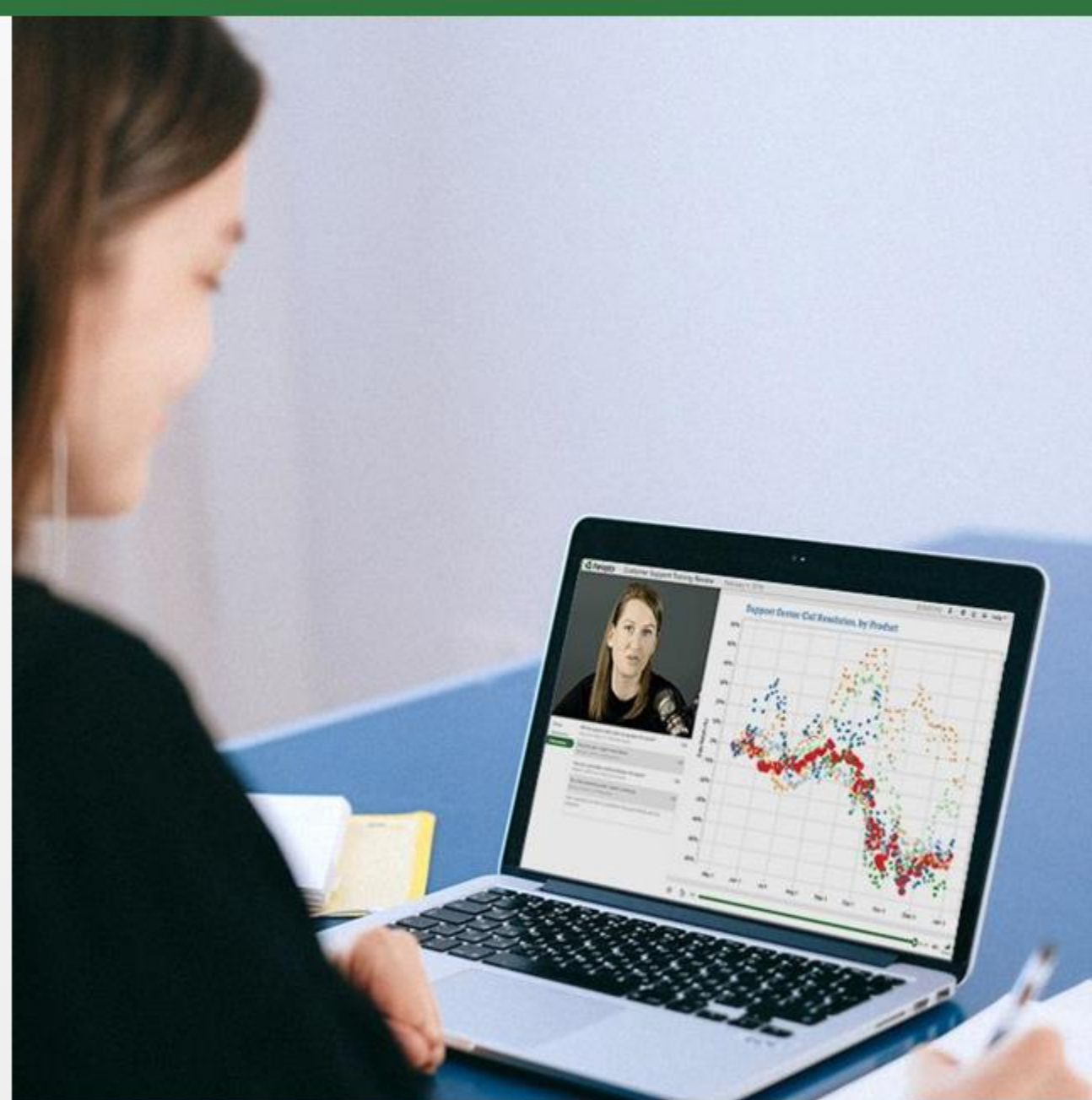


After
Performance



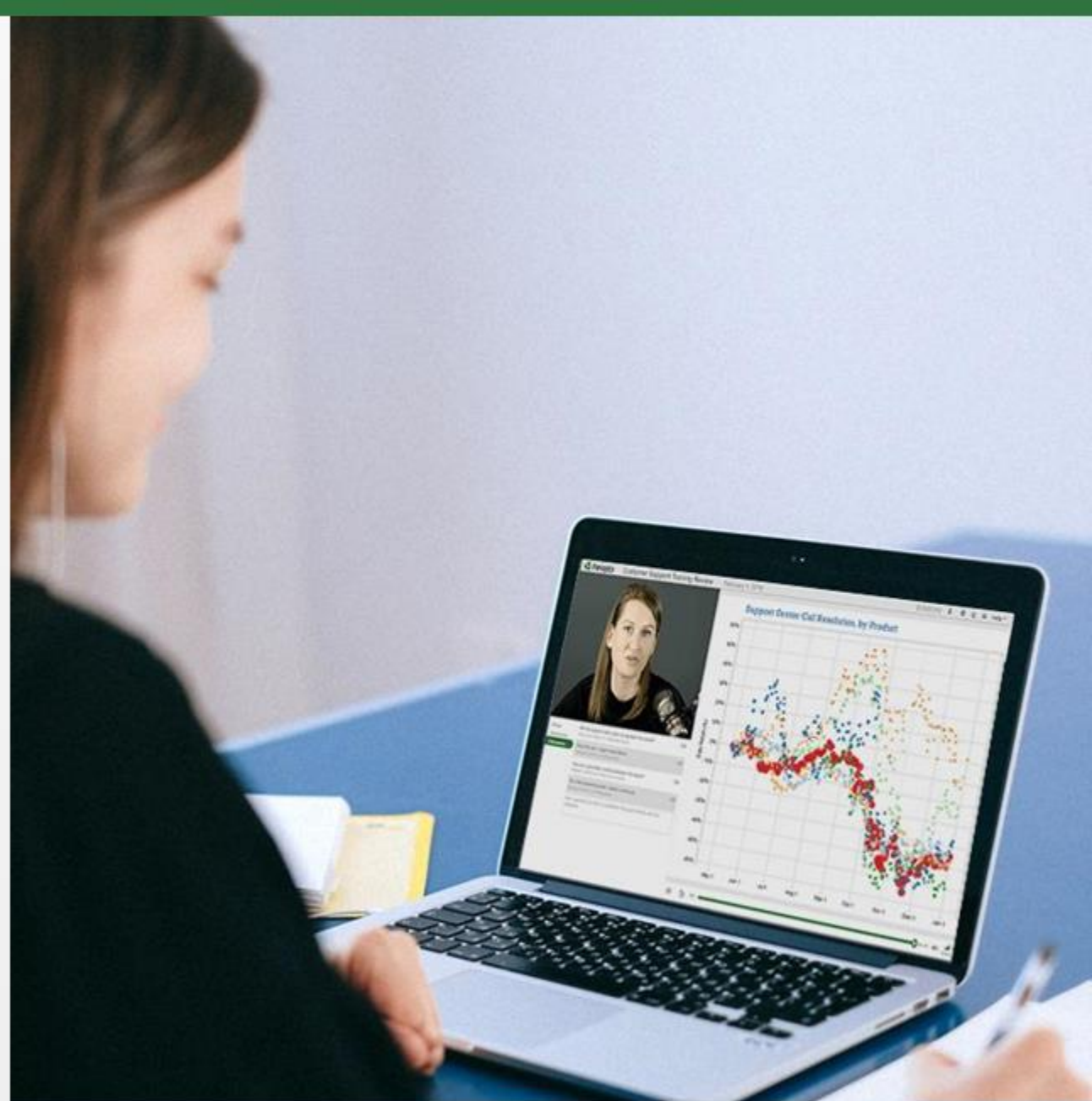
Why do instructors flip?

- More interesting
- More interactive
- More flexible

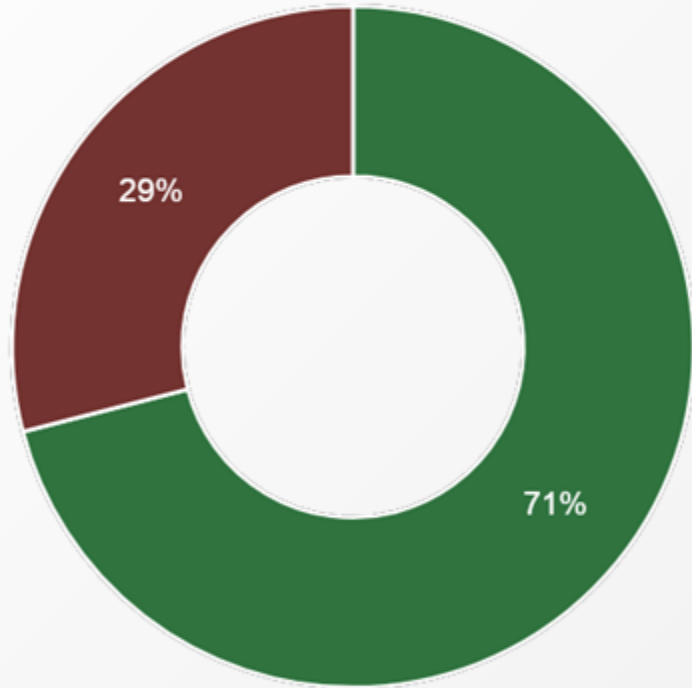


Why do learners prefer it?

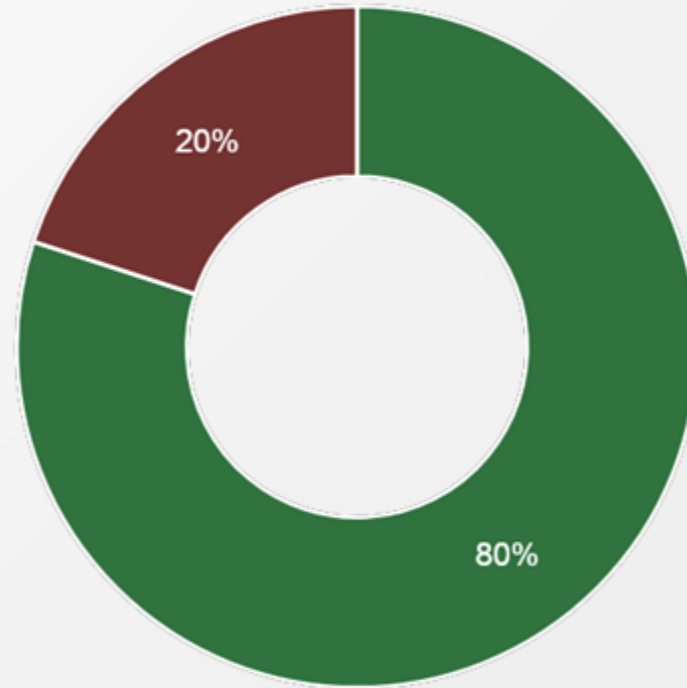
- More useful
- More engaging
- More flexible



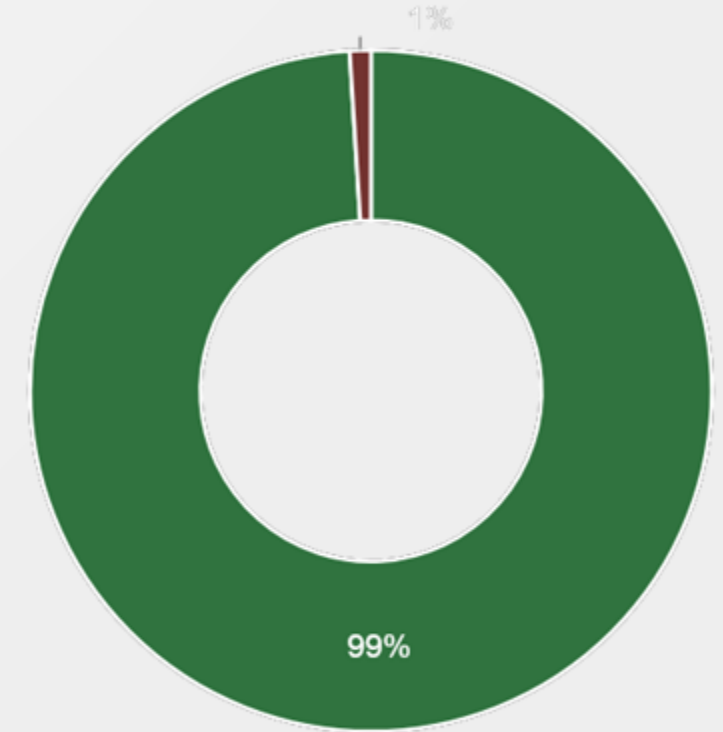
Improved Grades and Test Scores




Improved Student Attitudes & Engagement



Instructor Would Flip Again



The background features two large, overlapping green shapes. The top shape is a dark green rounded rectangle. The bottom shape is a lighter green, more fluid, organic shape that overlaps the bottom of the dark green one.

Have you tried
flipping your in-person
or virtual classroom?

When to flip a training?

Long list of basics to cover

Learners at all levels of expertise

Practice/engagement is needed

Onboarding

What to cover before:

- Warm welcome
- Cultural norms
- Getting Started tips
- HR Enrollments

What to cover during:

- Questions
- Forms, etc.



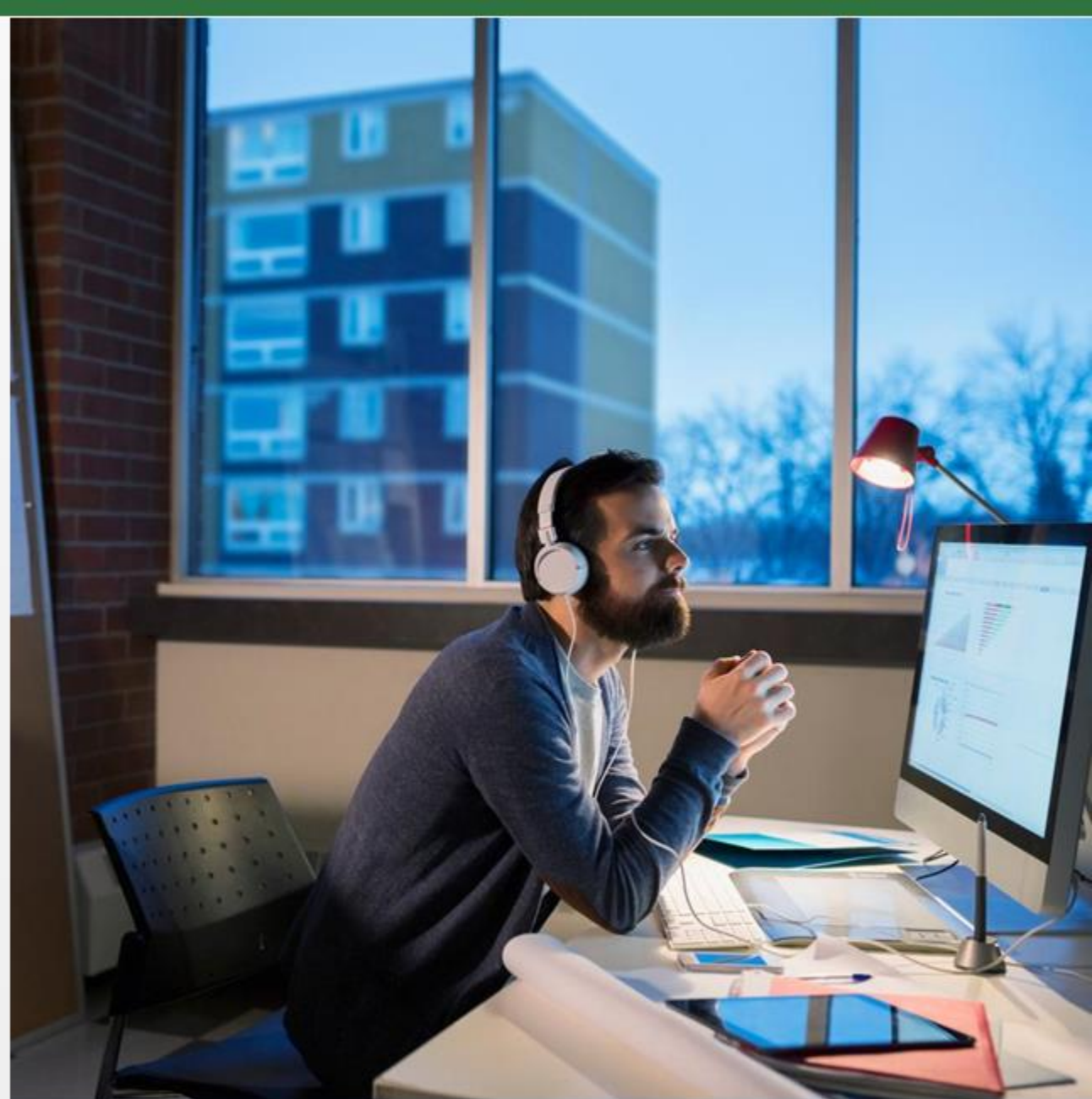
Management Training

What to cover before:

- Management 101
- Recruiting 101
- Feedback 101
- Change Management 101

What to cover during:

- Dig deep on nuances
- Role play



Compliance Training

What to cover before:

- Legal background
- Basic requirements

What to cover during:

- Specific actions
- Connecting the dots
- Role play / practice



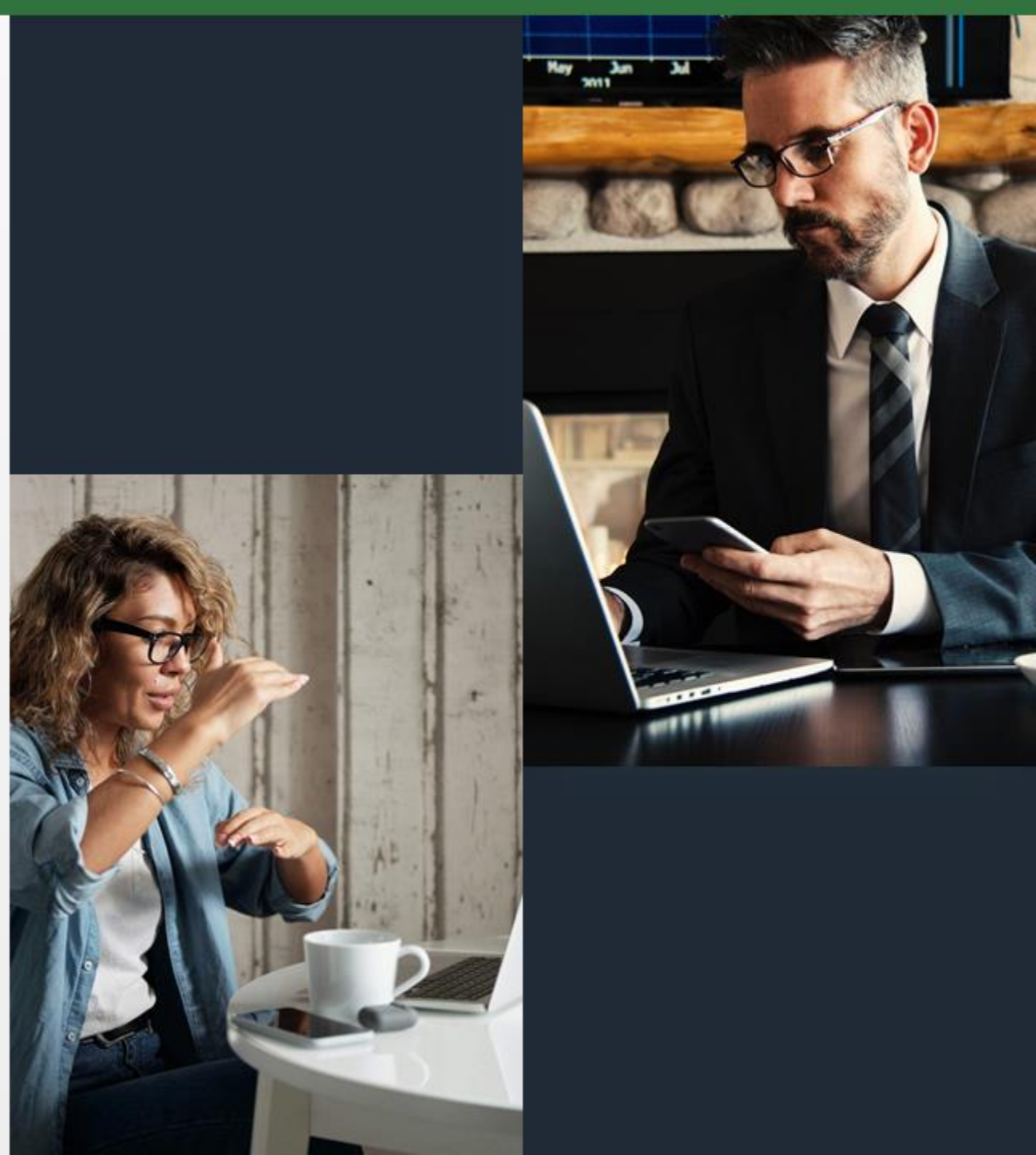
Productivity Training

What to cover before:

- Email/File Mgmt
- Document Tools
- Ergonomics

What to cover during:

- Advanced tips
- Questions



Face-To-Face Training

What to cover before:

- Foundational knowledge

What to cover during:

- Advanced applications
- Interactive discussion
- Practice / Role play



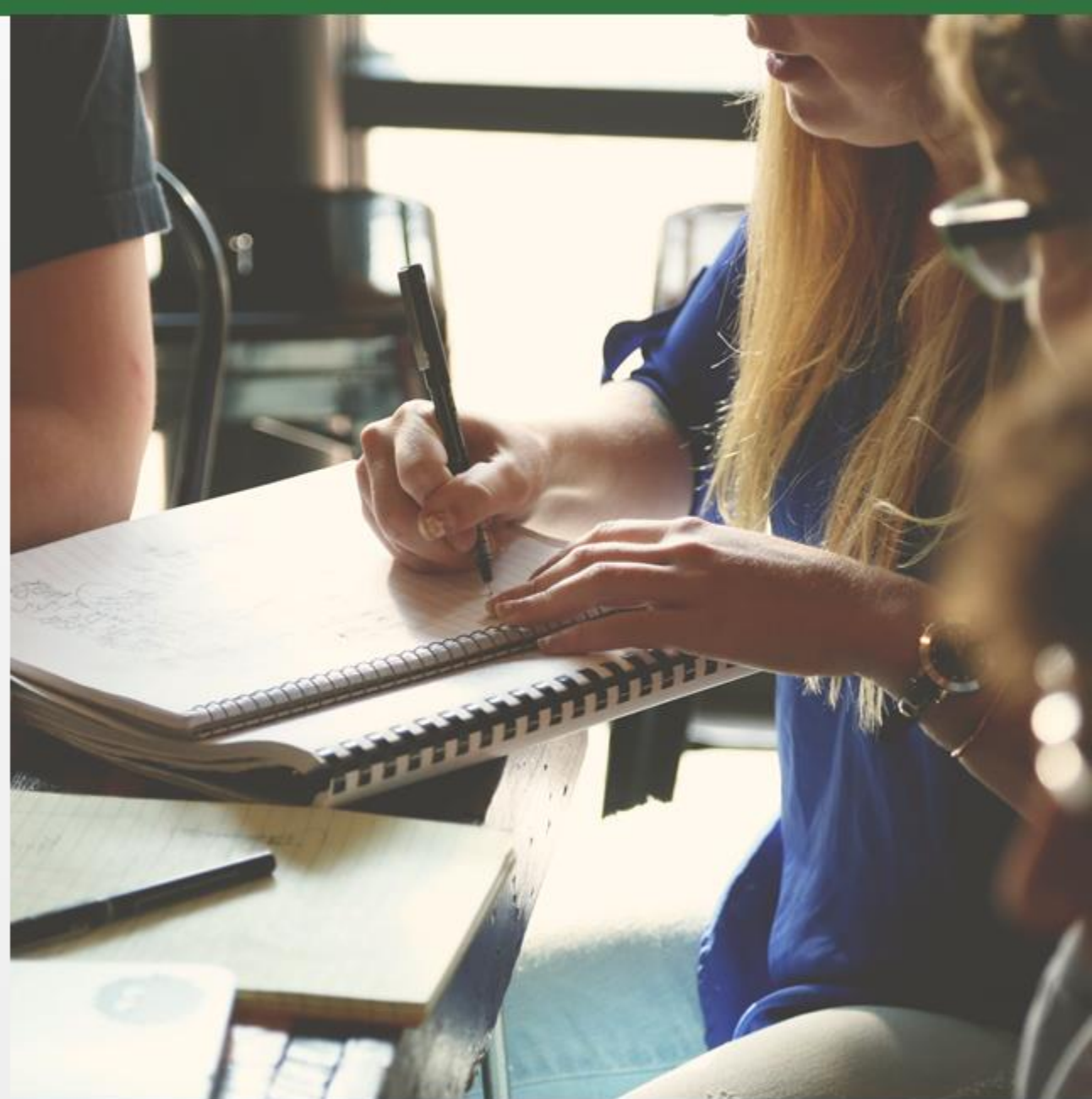
Team meetings

What to cover before:

- Where the team is at
- What's next

What to cover during:

- Alignment to goals
- Decisions needed
- Specific next steps



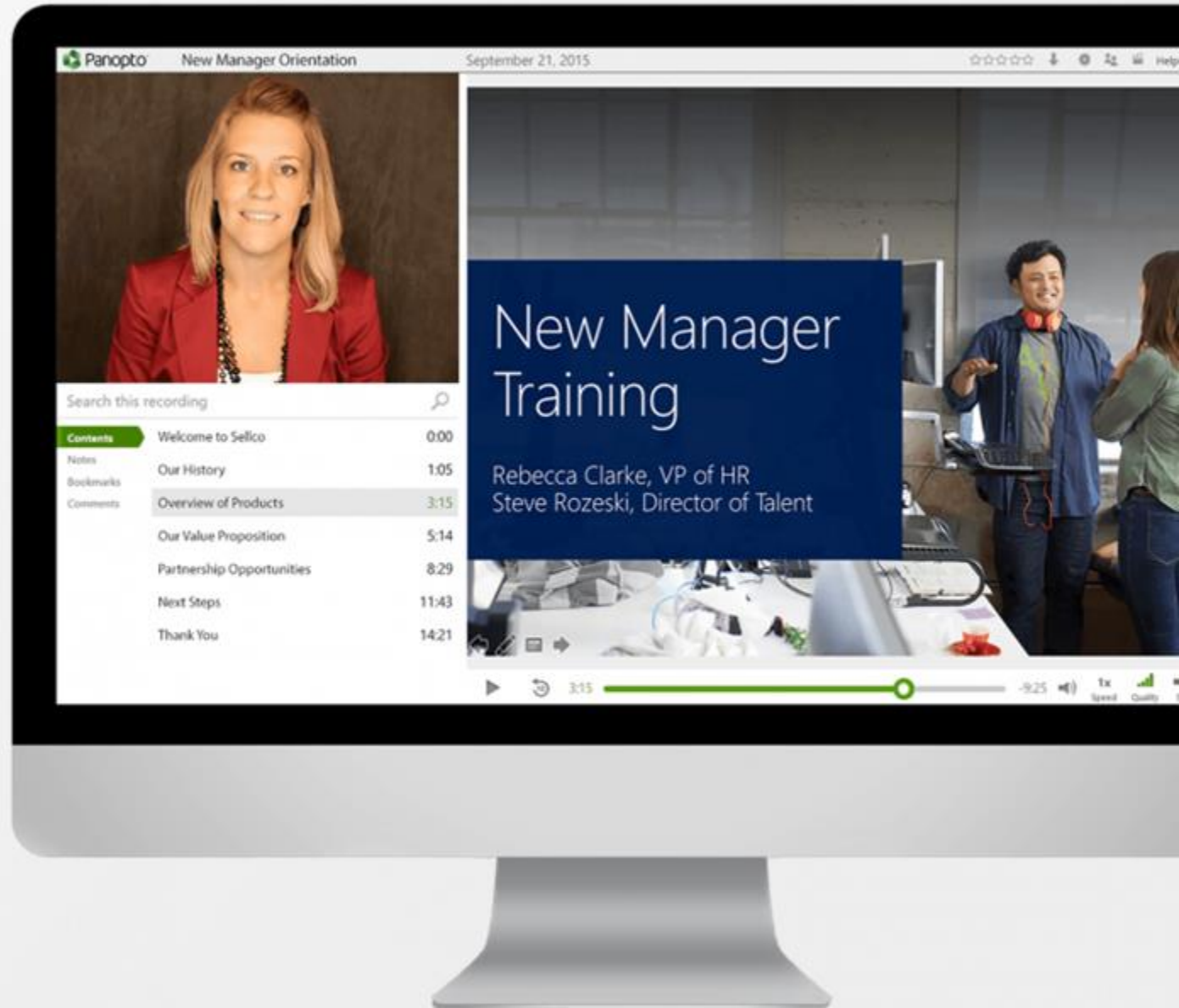
A few recommendations to get you started

Setting
Expectations

Getting Tech
Support

Creating Your
Videos

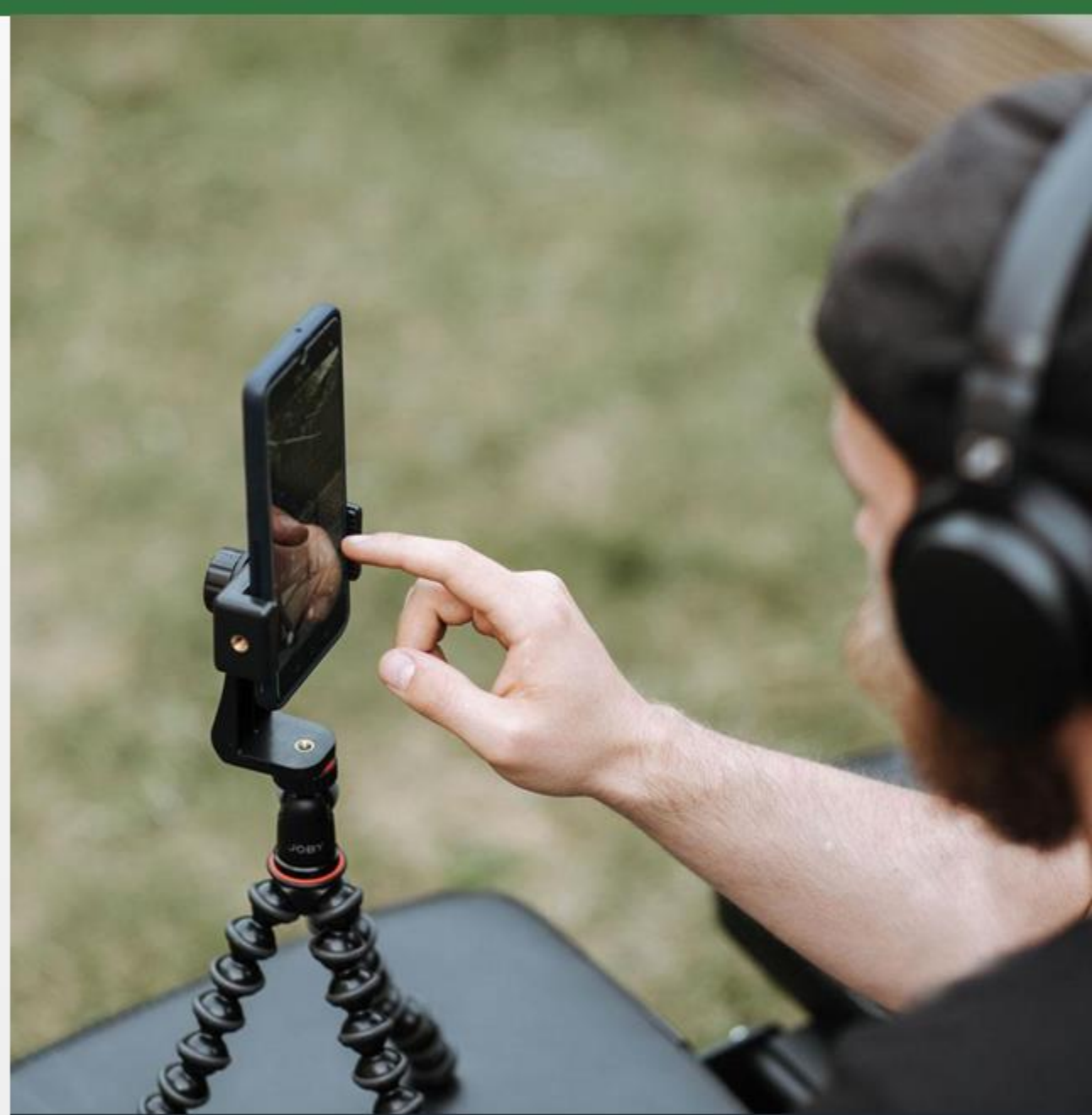
Capture your
trainer, content,
and supplemental
content in one
place



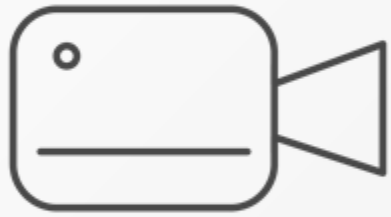
Do I have to be on
camera to be
engaging? It
depends...

Camera setup

- Look directly at the viewer
- Set it at eye level or a bit higher



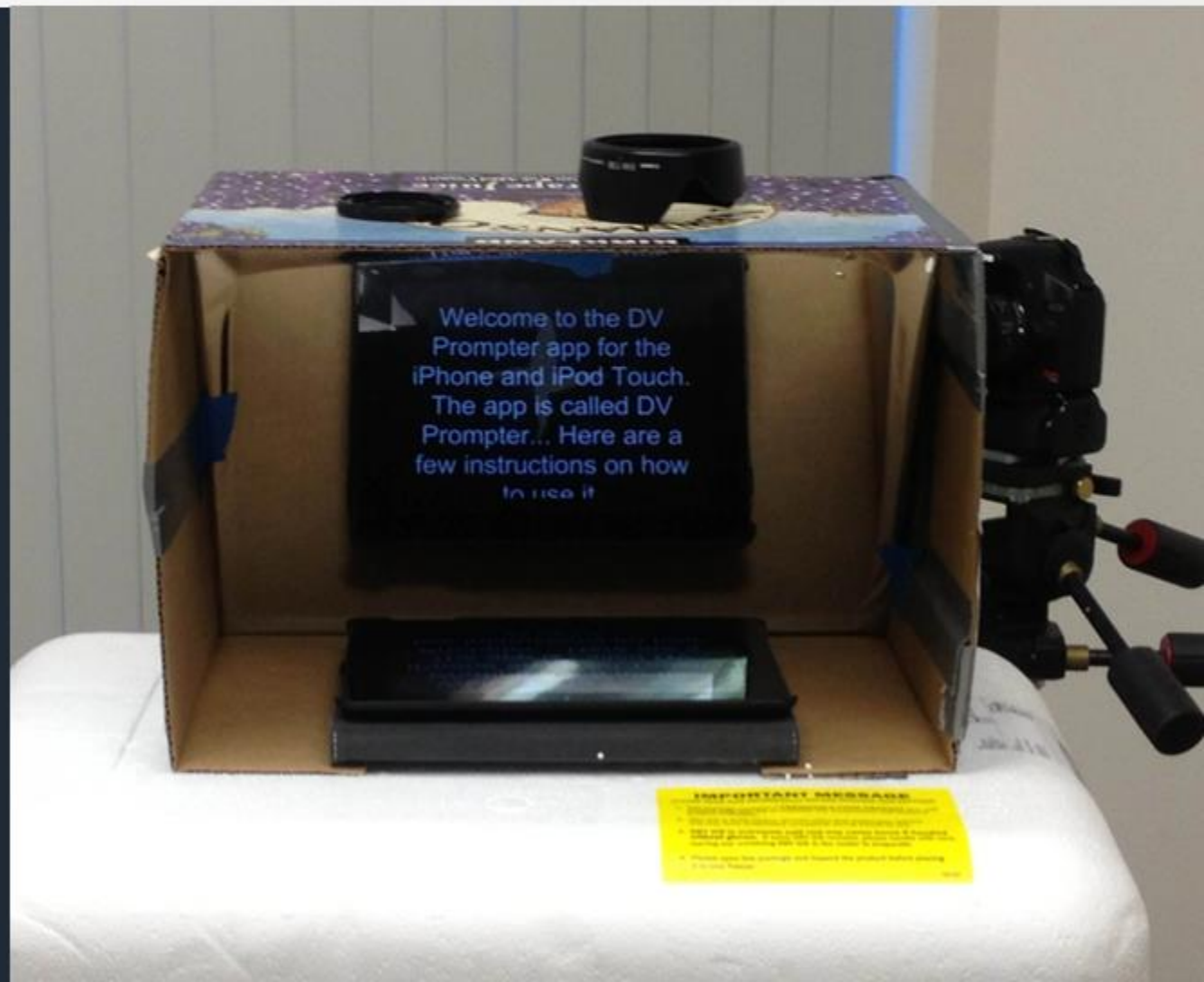
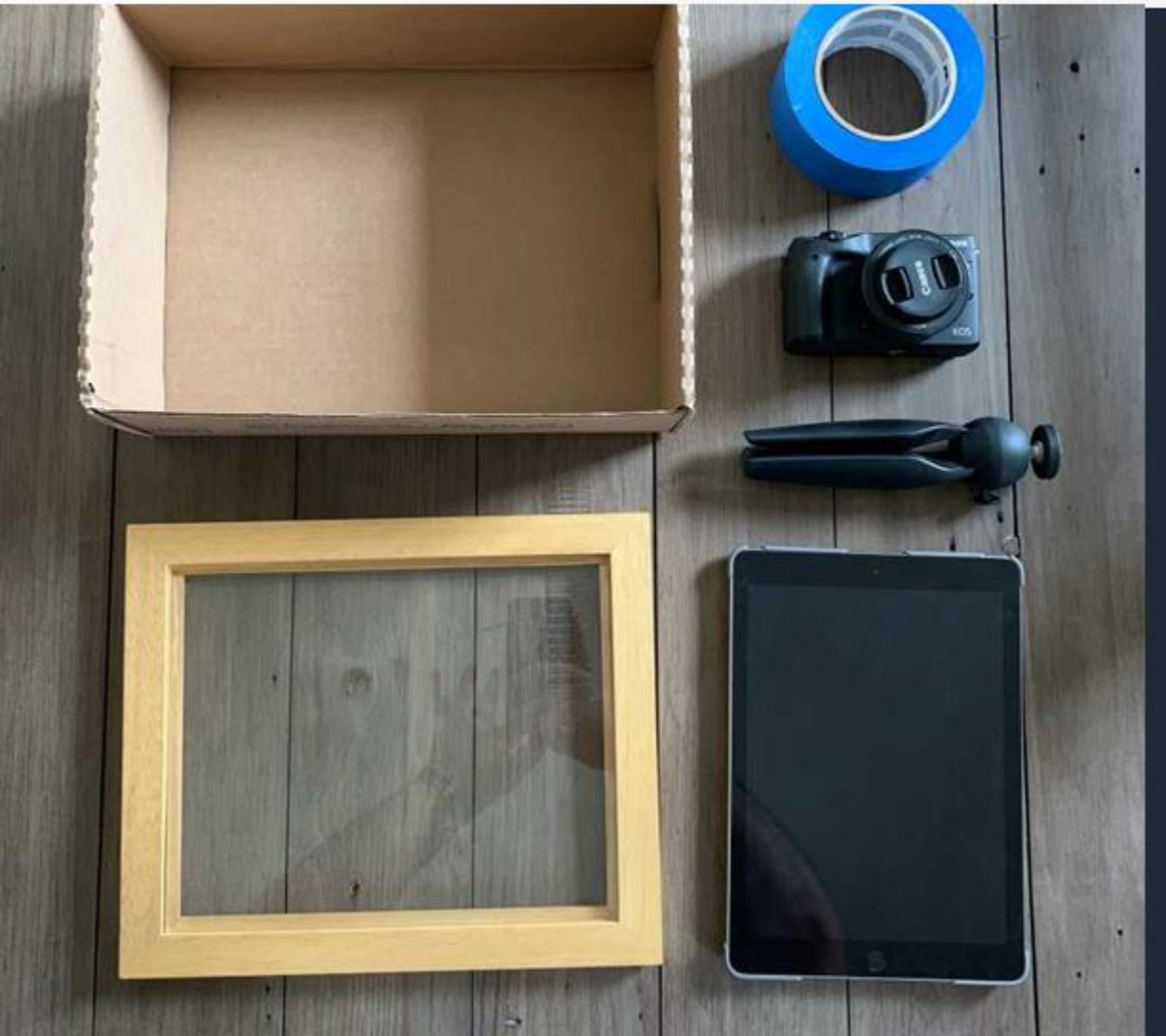
Key to success: Pick a camera you're comfortable with.



Is there such a thing as too much lighting?

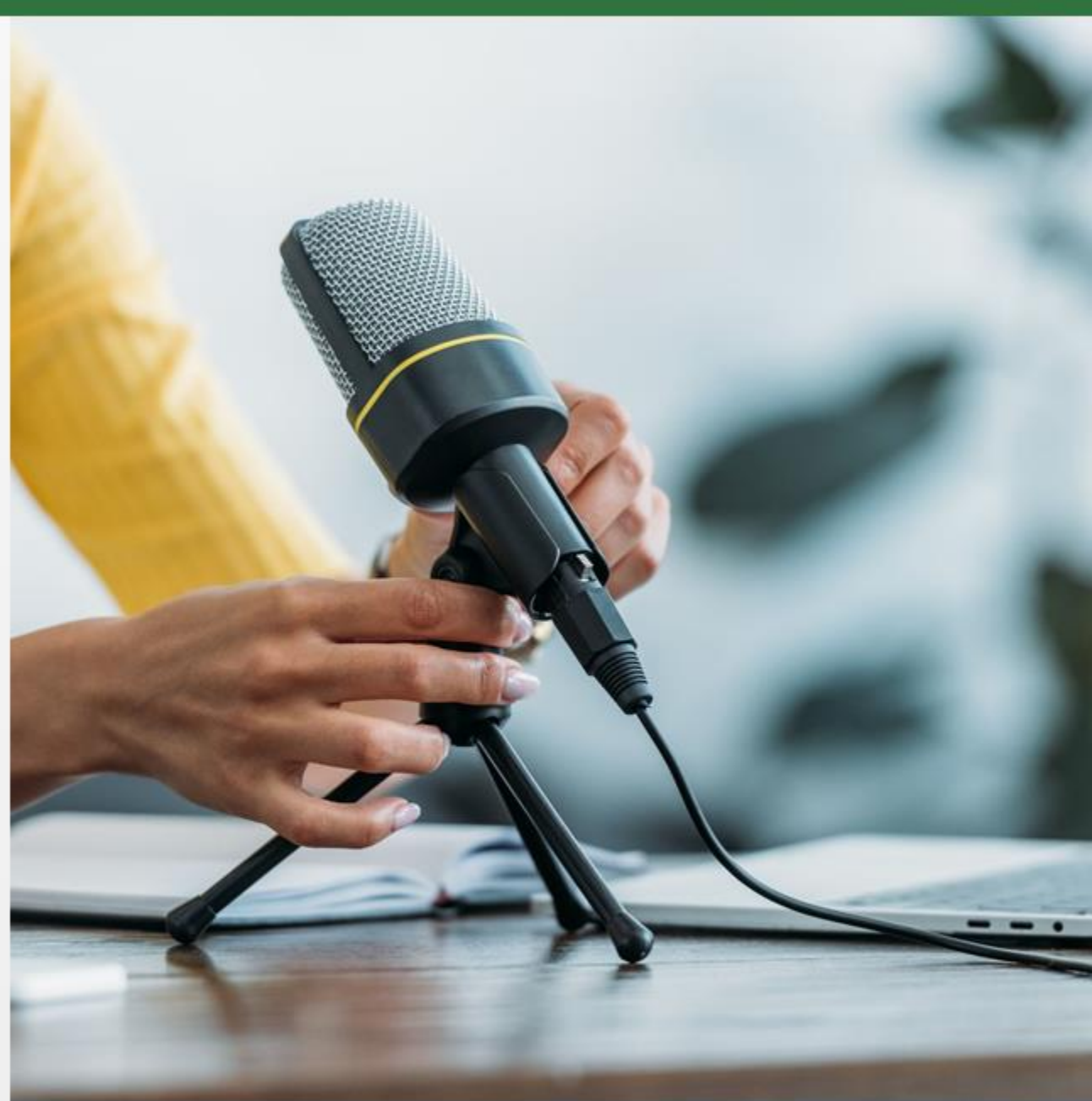


Final recommendation?



What's the most important factor to creating great video?

Clear and crisp audio



Recording your presentation

The screenshot shows a video player interface. The main video area displays a blue slide with a yellow diamond-shaped road sign on the left containing a black arrow that curves upwards and then downwards. To the right of the sign, the text "Performance Skills" is written in white. In the bottom right corner of the slide, the logo for "The Trusted Coach" is visible, with the website address "thetrustedcoach.com" below it. Below the video area is a control bar with a play button, a progress bar at 9:29, a volume icon, and a "1x Speed" indicator. At the bottom of the player, a navigation bar shows five thumbnails for different video segments: "Personal Bias" (2:01), "Cultural Fit" (4:42), "Technical Competency" (7:28), "Performance Skills" (8:34), and "Positive Candidate Experience" (10:51). The "Performance Skills" thumbnail is currently selected and highlighted.

Recording your presentation

Your Impact on Our Business

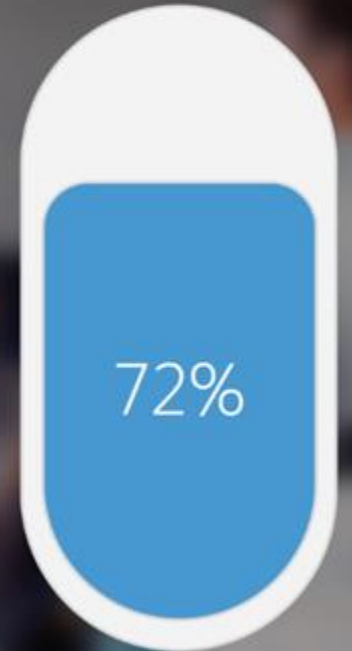
Improving customer
satisfaction



Achieving high
employee productivity

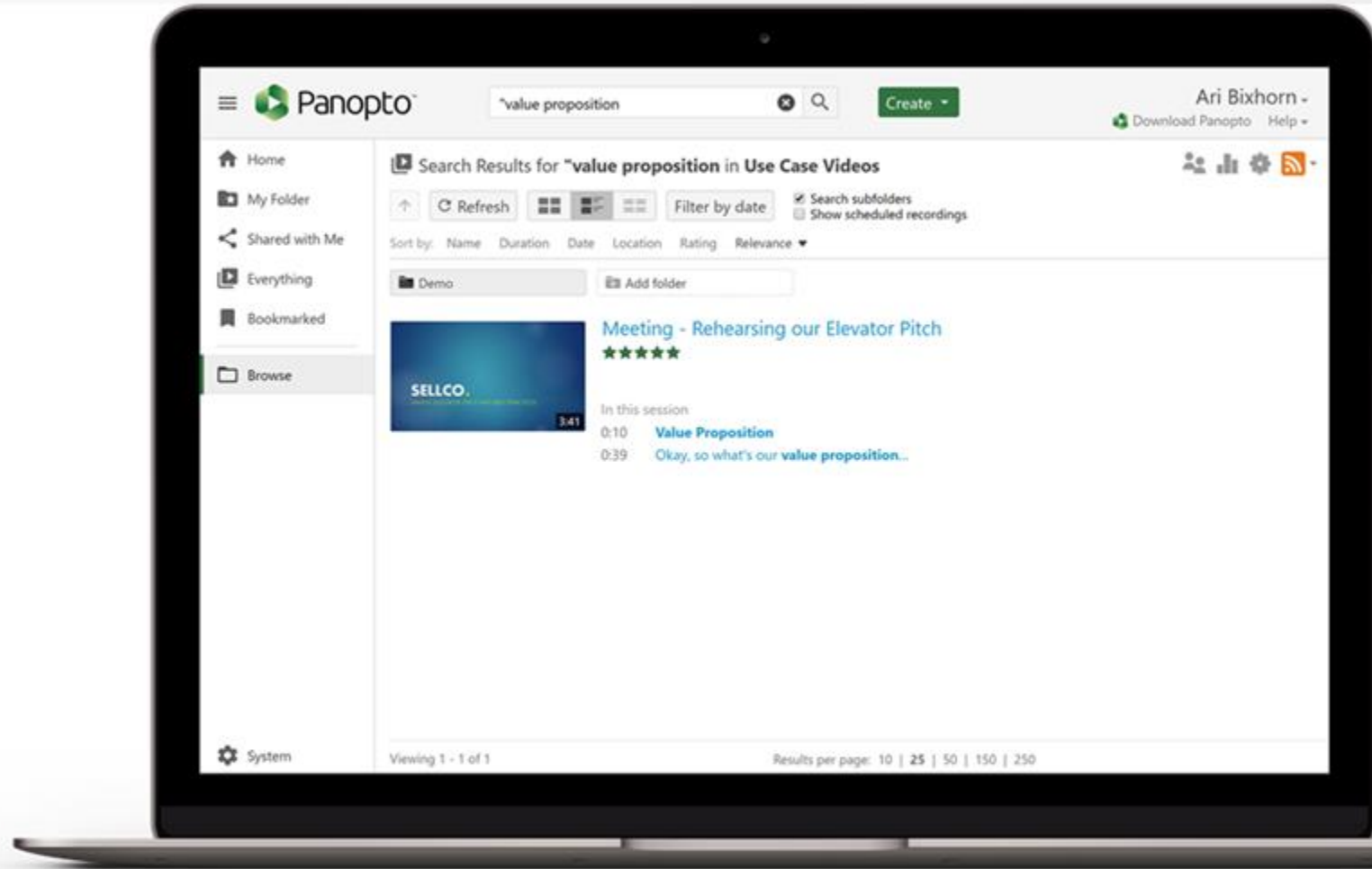


Improving employee
engagement



Source: Harvard Business Review, The Impact of Frontline Managers on the Organization

Sharing your presentation



Ensuring employees complete the pre-work

- Determine and share the benefits behind the “pre-work”
- Ensure pre-work adds value
- Implement accountability



Organizations we support today



Let's Roll.

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