

Maximizing the impact of your ILT

 Poll Everywhere | [Webinar Job Aid](#)

ILT is special. It's an interruption of your normal schedule. Spread that specialness before and after the training to create **anticipation** for the learner, **reinforcement** for the learnings, and **efficiency** for your organization.

Make your ILT

Personal

Social

Active

Before



- Pre-assess
- Set learner expectations
- Engage managers
- Build anticipation

During



- Competition!
- Photobooth
- People Bingo
- Spotlight advice wall
- "Choose your own adventure"
- Ranked question and answers

After



- Bring it all back!
- Job aid infographic
- Executive Summary reports
- Data downloads and analysis

Plan your next ILT

Know your learners

Include **multiple activity** types

Provide breaks for anything longer than 90 minutes

Prepare and test your presentation beforehand

Do a **practice** run

Facilitate **group discussions**

Analyze the collected **data**



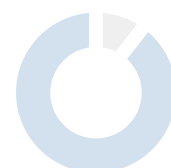
50%

Training hours spent in instructor-led classrooms.



78%

Learning pros utilize in-house instructor classrooms.



94%

Employees stay longer at a company when it invested in them.

01

Create activity



02

Customize it



03

Activate or share



04

Get the data

