

Hybrid Certified Instructor Program Virtual and In-Person Delivery of ELI® LEARNING SOLUTIONS



The ELI **Hybrid Certified Instructor Program for Virtual and In-Person Delivery** is designed to help Human Resources, EEO, L&D, or other professionals to explore the content in ELI learning solutions and facilitation best practices in virtual and in-person classroom settings. This is a blended learning experience that includes self-study pre-work, live virtual instruction over three consecutive days, and homework activities on the ELI Learning Management System (LMS).



INSTRUCTOR-LED
TRAINING



VIRTUAL
INSTRUCTOR-LED
TRAINING



The goal of the program is to initially equip new facilitators with tools and skills that prepare them to facilitate virtual learning experiences while also touching upon facilitation best practices for the in-person learning experience. This is to explore considerations for returning to the in-person classroom sometime in the future. Each certification event will focus on delivering one of the following ELI learning solutions: Civil Treatment® Workplace for Leaders and Employees, Civil Treatment® for Leaders and Employees Government, Building an Inclusive Workplace for Leaders and Employees, Professional Global Workplace or Civil Treatment® Workplace: Inclusion NOW for Leaders and Employees.

Objectives for the Virtual Classroom Certification Process

During the ELI Virtual Classroom Certification, candidates will:

- Explore differences between in-person and virtual program delivery: how the delivery of the virtual Civil Treatment series of programs varies from face-to-face delivery, virtual platform and facilitation best practices, and other production considerations;
- Explore ELI program subject matter and identify ways to integrate standards from the organization's code of business conduct, policies, and other standards, into the participant experience;
- Practice combining ELI's unique training philosophy, methodologies, and behavior models, with virtual capabilities to deliver an engaging learning experience and support change in behavior for better business results;
- Discuss how to resolve technical and classroom behavioral challenges that may arise during facilitation.

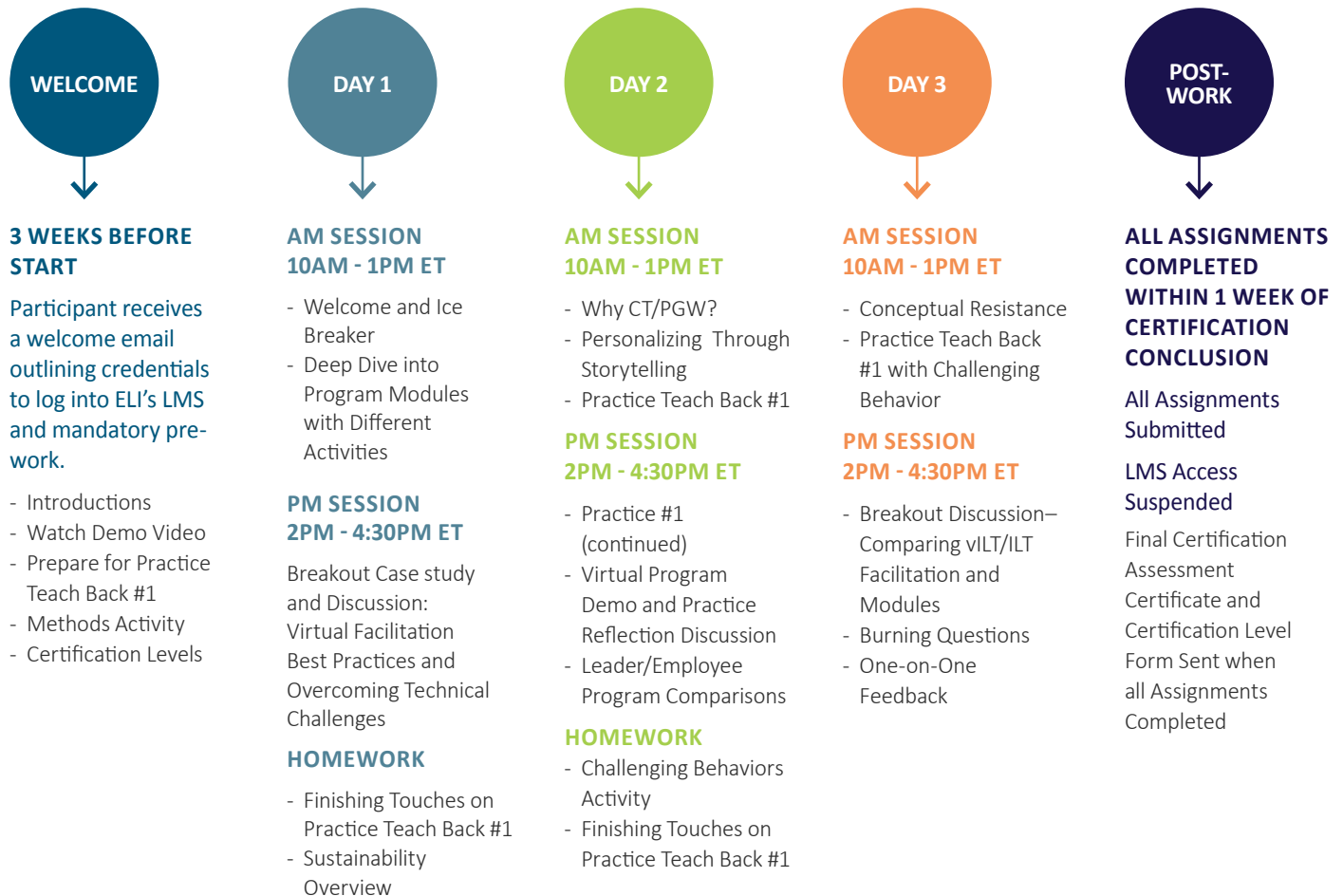
Certification Pre-Work

Required pre-work assignments completed before the start of the certification:

- Watch a recorded demonstration of the virtual version of an ELI learning solution to begin getting familiar with program content and virtual facilitation and production techniques.
- Complete self-paced learning modules covering ELI's learning philosophy and methodologies, ELI Facilitator competencies, and certification criteria.
- Prepare one teach-back to practice facilitating a portion of an ELI virtual learning solution.

Hybrid Virtual Certified Instructor Program

Certification Program Agenda



Three-Day Live Virtual Schedule

The three-day live event is hosted on ELI's Zoom platform and segmented into a morning and afternoon session.

- AM Session: 10:00 AM – 1:00 PM Eastern
- PM Session: 2:00 PM – 4:30 PM Eastern

Participant Expectations

ELI awards final participant certification designations by assessing active participation in all certification activities, completing all assignments, facilitating satisfactory practice teach backs, and demonstrating knowledge and facilitation skills in the final certification application activity.

“Active participation” means full engagement in all live meetings, with audio connected and camera turned on; participation in class discussions; and responsiveness to requests for feedback.