As businesses around the world cope with unprecedented challenges, in-person workplace learning has almost come to a complete halt.

The challenges facing leaders and employees around the globe is unprecedented. Providing development, guidance, and collaboration opportunities to assist people in working together and getting things done is imperative.

Impactful, engaging, and scalable development opportunities must be the norm. Shifting to a virtual learning modality can deliver a facilitator-led learning experience in a reliable, cutting edge, technology platform accessible from anywhere.

Live, interactive, facilitator-led, and highly-engaging virtual learning experience.

Korn Ferry has designed our Virtual Classroom Experience (VCE) using the three-part Virtual Accountability Model:

**Verbal accountability**: Today, many virtual communication platforms enable you to divide people up into break-out groups, where individuals can discuss and share ideas on different topics. Use these features to increase the verbal accountability of participants and maintain high levels of engagement. You should also give learners permission to speak up if they need help or further explanation, as they would in a live setting.

**Visual accountability**: The virtual environment has a wide range of visual possibilities. Varying layouts, and using rich content such as videos, diagrams and charts, can help you increase visual accountability.

**Kinesthetic accountability**: Passivity is a real problem when it comes to effective virtual learning. You should aim to create as many opportunities for interaction as possible. Chat, call-out and polling functionality can all help you to increase kinesthetic accountability.
Features that fully engage learners.

When these components are used thoughtfully, in conjunction with insightful instructional design, participants will not only have an engaging experience but can also move toward behavior change, growing their skills.

- Web-conferencing tools with features like chat, annotation, breakout rooms and others, via Adobe Connect® or Zoom.
- A skilled facilitator and well-trained producer to oversee and guide virtual sessions.
- Learning methodologies such as group discussions and skill practices, chat, whiteboarding, polling, video and other features to enhance learning, and action planning.
- Thoughtfully structured experiences tailored for participants of all levels.
- Rollout and consulting support to help organization make the shift to virtual learning.
- Trained consultants who provide guidance and insights on curriculum choices, best practices, and implementation planning.

Conduct highly engaging training, live for employees across the globe.

Virtual classroom experience at Korn Ferry:

- Is highly interactive and engaging experience for participants.
- **Is not a webinar** - it is the course in a virtual setting; the same course objectives and outcomes.
- Can be completed in sessions - with action learning in between.
- Features a facilitator and producer present during virtual training sessions.
- Is rapidly deployable to meet immediate needs of employees.
- Promotes global collaboration and networking within an organization.
- Reduces costs for organizations associated with the travel and lodging for training sessions.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.