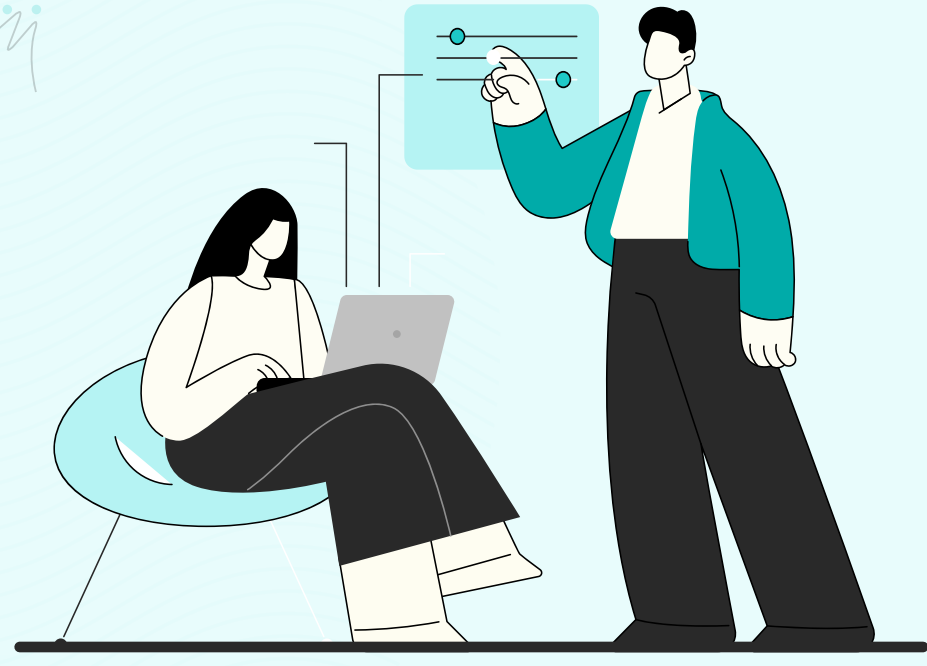


Training Delivery Methods

Synchronous vs Asynchronous vs Blended Learning



Did You Know?

47% of companies invest in career mentoring programs and coaching to boost employee retention.

Source: LinkedIn Workplace Learning Report 2024

Fewer than **5%** of large-scale reskilling initiatives advance far enough to measure success.

Source: LinkedIn Workplace Learning Report 2024

Doubling employees who strongly agree they have opportunities to learn and grow can lead to **44%** less absenteeism.

Source: Gallup

Choosing the right **training delivery method** significantly impacts training effectiveness and the overall learning experience of your learners. The right delivery method depends on your **training objectives, budget, organizational structure, and learners' needs**. All training programs fall into either of the following three categories:

Training Delivery Methods	Definition	Examples	Pros	Cons
Synchronous Learning	<ul style="list-style-type: none"> Real-time training where interaction occurs simultaneously 	<ul style="list-style-type: none"> Live classroom training, Webinars, On-the-job training, Mentoring, Virtual Reality 	<ul style="list-style-type: none"> Immediate feedback Social learning Tailored instruction 	<ul style="list-style-type: none"> Challenging to scale Difficulty meeting individual needs Expensive and resource-intensive
Asynchronous Learning	<ul style="list-style-type: none"> Self-paced training where learners work through materials independently 	<ul style="list-style-type: none"> eLearning courses, Podcasts, Email courses, Articles 	<ul style="list-style-type: none"> Flexibility Cost-effective Higher knowledge retention rates 	<ul style="list-style-type: none"> Less interaction Initial investment in technology Limited hands-on learning
Blended Learning	<ul style="list-style-type: none"> Combination of synchronous and asynchronous learning activities 	<ul style="list-style-type: none"> Blended learning, Flipped classroom model 	<ul style="list-style-type: none"> Access to multiple learning modalities Personalized learning experience Extensive collaboration 	<ul style="list-style-type: none"> Requires extensive planning Less flexibility compared to asynchronous learning More complex to manage

The Delivery Method Decision: What to Consider for Training Program's Success



Define Training Goals

Align methods with learning objectives and outcomes.



Consider the Timeline

Evaluate available training content creation and delivery time.



Analyze the Topic

Determine if the topic requires discussion, hands-on practice, or real-time feedback.



Know Your Learners

Understand their locations, schedules, and preferences to maximize engagement and value.

Are you tired of slow training that goes nowhere? Our training delivery services can help you get your team up to speed fast and see real results for your business.

[Let's Talk](#)