

5Mins.ai

The Flipped Classroom: Modern Approach to Effective Leadership Development



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INTRODUCTION

In today's fast-paced business landscape, developing managers with a strong foundation is essential. However, traditional training methods often struggle to engage busy managers and ensure knowledge retention. This is where the flipped classroom approach comes in, offering a modern and effective solution for leadership development.

By tying the flipped classroom approach with technology and bite-sized learning, the model empowers organisations to deliver high-impact training tailored to the needs of their time-constrained managers by bringing learning into the flow of work.

THE FLIPPED CLASSROOM MODEL

The flipped classroom approach revolutionises training by shifting foundational knowledge acquisition to pre-class activities, such as:

- Self-paced e-learning modules
- Curated multimedia resources
- Knowledge checks and quizzes

This allows employees to come prepared, enabling in-class time to focus on:

- Applying concepts through problem-solving
- Collaborative projects
- Real-world scenarios

After the class room session, reinforce retention and effectiveness of the session by:

- Assigning lesson recaps
- Provide additional materials to reinforce what you covered in class
- Monitoring growth and skill progression to inform future sessions

By leveraging this model, organisations can:

- Enhance knowledge retention
- Foster critical thinking
- Maximise the efficiency of training sessions

Ultimately, the flipped classroom approach drives better workforce performance, engagement, and innovation by empowering learners to take ownership of their development and apply knowledge in meaningful ways.

THE FLIPPED CLASSROOM MODEL VS TRADITIONAL CLASSROOM TRAINING

Aspect	Traditional Training	Flipped Classroom Model
Classroom Activities	Lectures, instructor-centered instruction	Interactive discussions, problem-solving, projects
Pre-Class Preparation	None, or minimal (optional readings)	Watching video lectures, reading materials
Role of Instructor	Primary source of information, lecturer	Facilitator, guide, mentor
Learner Engagement	Passive, listening and note-taking during class	Active, engaged in discussions and activities
Pace of Learning	Generally uniform for all learners	Self-paced learning outside of class, personalised
Use of Class Time	Focused on delivering content	Focused on application, discussion, and deep learning
Assessment	Often based on exams, quizzes	Continuous assessment, projects, peer reviews
Technology Integration	Limited, traditional resources	Extensive use of automation for content delivery
Collaboration	Limited, primarily individual work	High, emphasis on group work and collaboration
Flexibility	Less flexible, fixed schedule for content delivery	More flexible, learners consume content at their own pace

THE IMPORTANCE OF LEADERSHIP TRAINING

It goes without saying leadership is a critical driver of organisational success. But just to drive the point home:

- A study showed by the Center for Creative Leadership, companies with well-established leadership practices outperform competitors by nearly 20% in revenue growth and operational efficiency (Bersin, 2012).
- Gallup reports show that companies with highly engaged workforces experienced 21% higher profitability and 17% higher productivity (Gallup, 2017).

Using the flipped-classroom approach enables organisations to prepare their new managers and leaders through focused skill development, active listening, and collaboration.

By doing the learning outside the classroom, your managers/leaders can bring their understanding to classroom sessions and actually apply the knowledge—something which traditional training doesn't enable. By incorporating bite-sized learning you bring learning in to the flow of work, without disrupting their productivity.



IMPLEMENTATION

FOLLOW THESE STEPS TO IMPLEMENT THE FLIPPED CLASSROOM APPROACH FOR LEADERSHIP DEVELOPMENT:

- 1. DEFINE LEARNING OBJECTIVES AND CURATE CONTENT**
- 2. DEVELOP BITE-SIZED LEARNING MODULES:**
- 3. IMPLEMENT A LEARNING PLATFORM:**
- 4. COMMUNICATE AND PROMOTE THE PROGRAM**
- 5. FACILITATE PRE-CLASS LEARNING**
- 6. CONDUCT INTERACTIVE CLASSROOM SESSIONS**
- 7. ASSESS AND REINFORCE KNOWLEDGE**
- 8. CONTINUOUSLY IMPROVE AND ITERATE:**

1 Define Learning Objectives and Curate Content:

Clearly define the learning objectives for your leadership or (new) manager training program. Identify the key competencies and skills that your managers need to develop, and curate relevant content accordingly. This content should include:

- video lessons,
- articles,
- case studies
- templates/handbooks

And other multimedia resources that introduce the core concepts and theories. We recommend using Chat GPT to assist with this process. Try the prompt below:

IMPLEMENTATION

Try this prompt:

"I am developing a leadership or new manager training program and need your assistance. Below, I have outlined specific details for learning objectives and key competencies. Based on these requirements, please recommend relevant courses, articles, videos, and other resources to create a comprehensive training plan.

1. Learning Objectives:

- Objective 1: [Insert specific learning objective here]
- Objective 2: [Insert specific learning objective here]
- Objective 3: [Insert specific learning objective here]

2. Key Competencies and Skills:

- Competency 1: [Insert key competency/skill here]
- Competency 2: [Insert key competency/skill here]
- Competency 3: [Insert key competency/skill here]
- Competency 4: [Insert key competency/skill here]
- Competency 5: [Insert key competency/skill here]

IMPLEMENTATION

3. Curated Content:

- Recommend relevant courses that cover the key competencies and learning objectives.
- Suggest articles from reputable sources that provide insights and strategies on effective leadership and management.
- Recommend videos that explain key concepts and practical applications.
- Suggest case studies that illustrate real-world scenarios and problem-solving in leadership contexts.
- Recommend other multimedia resources such as podcasts, infographics, webinars, and interactive tools that enhance the learning experience.

The goal is to create a comprehensive, engaging, and practical training program that equips new managers with the knowledge and skills they need to succeed. Please provide detailed suggestions and relevant resources for each component”

IMPLEMENTATION

2 Develop Bite-Sized Learning Modules:

Break down the curated content into concise, bite-sized learning modules that are easily consumable in the flow of work. These modules should be optimised for mobile delivery, so managers can access materials anytime, anywhere.

Click here to access the 5Mins.ai bite-sizing guide to learn how you can do it or [get in touch to see how we can help!](#).

3 Implement a Learning Platform:

Invest in a robust learning platform that:

- Is mobile friendly
- Enables you to host and deliver bite-sized learning training
- Tracks learner progress
- Has assessment/case study/reflection tools
- Has reporting and analytics capabilities.
- Enables you to schedule and assign courses/lessons before and after sessions

IMPLEMENTATION

If you can't deploy a learning platform we'd recommend going with tools like google drive or notion, however both would come with significant administrative burden, and would lack the reporting capabilities. Additionally it would add more friction for learners to access the materials e classroom session.

4 Communicate and Promote the Program

Run an internal campaign to communicate the benefits and logistics of the flipped classroom approach to your managers.

Clearly outline the expectations and emphasise the advantages. It's essential your team is bought in, as the flipped classroom approach relies heavily on your learners completing the assigned lessons before and after class. Some ideas to do so:

- A bite-sized explainer video assigned to all team members
- A lunch and learn session outlining the approach
- A slack group where you can share content around the benefits of the approach
- Create a competition! If you have a platform where you can measure progress, create a leaderboard and gamify the experience for your team.

IMPLEMENTATION

5 Facilitate Pre-Class Learning:

Provide managers with access to bite-sized learning modules through your chosen platform. Ideally, the platform is accessible by mobile AND web so they can do their training when most convenient and in the flow of work.

Empower them to engage with the material at their own pace and as needed to ensure a solid understanding of the concepts before the classroom session.

6 Conduct Interactive Classroom Sessions:

Once managers have completed the pre-class modules, conduct interactive classroom sessions (in-person or virtual) to reinforce the learned concepts.

These sessions should focus on collaborative activities, case studies, discussions, and practical applications of the leadership principles learned before the class.

You can use insights from the pre-class engagement to help inform how you run your session and the materials you cover as well.



IMPLEMENTATION

7 Assess and Reinforce Knowledge

Incorporate assessments and knowledge checks throughout the training program to evaluate learners' understanding and identify knowledge gaps

Based on the assessments, assign relevant courses and lessons. Provide opportunities for reinforcement through

- Follow-up activities, case studies, and lessons
- Targeted feedback
- Flashcards and reflection tools

We'd highly recommend using a recording of the classroom session to create and assign post a session recap.

8 Continuously Improve and Iterate:

Regularly collect feedback from learners and facilitators, and analyse the performance data gathered by the learning platform (quiz/assessment scores, course completion, lessons watched etc, skill progression etc.).

Use these insights to identify areas for improvement and iterate on the content, delivery methods, and overall program design..

Follow these 8 steps to effectively build leadership training into the flow of work, leveraging the flipped classroom approach to deliver engaging and impactful learning experiences.

WHY USE THE FLIPPED CLASSROOM APPROACH?

Increased Engagement and Knowledge Retention:

Allowing your managers to learn at their pace promotes active learning and increases engagement, leading to better retention. In fact, learners in a flipped classroom setting demonstrated a 33% better knowledge retention vs traditional classroom based sessions (Moravec et al., 2010).

Personalised Learning Experience:

Because your managers will be conducting learning prior to the classroom they can use resources best suited to their learning styles. It caters to diverse learning preferences, leading to improved comprehension and satisfaction. In fact, personalised learning actually improves performance by up to 30% (U.S. Department of Education, 2017).

WHY USE THE FLIPPED CLASSROOM APPROACH?

Efficient Use of Class Time and Deeper Learning:

With the lessons learned beforehand, classroom sessions can focus on problem-solving and practical applications. Analysing data from the pre-course lessons/assignments can help you create a highly personalised classroom experience, maximising the value of the session.

A study by UC Irvine, showed 80% of learners report better understanding of course materials through this (flipped classroom) approach compared to traditional lectures (Baepler et al., 2014).

Improved Learner–Instructor Interactions:

Instead of lecturing, instructors can provide personalised guidance, address individual questions, and facilitate collaborative activities. 67% of instructor reported improved student-teacher interactions after implementing the flipped classroom approach (Flipped Learning Network, 2018).

WHY USE THE FLIPPED CLASSROOM APPROACH?

Enhanced Problem-Solving and Critical Thinking Skills:

By shifting the focus from content delivery to application and analysis, the flipped classroom develops essential problem-solving and critical thinking skills. Students in flipped classrooms demonstrate a 21% improvement in critical thinking abilities compared to those in traditional lecture-based courses (Goodwin & Miller, 2013)

Combat the forgetting curve:

Traditional classroom training often falls victim to the forgetting curve. Flipped classrooms tackles this by focusing on post-classroom reinforcement activities and recaps after foundational knowledge is acquired and practised beforehand. This active engagement boosts retention.

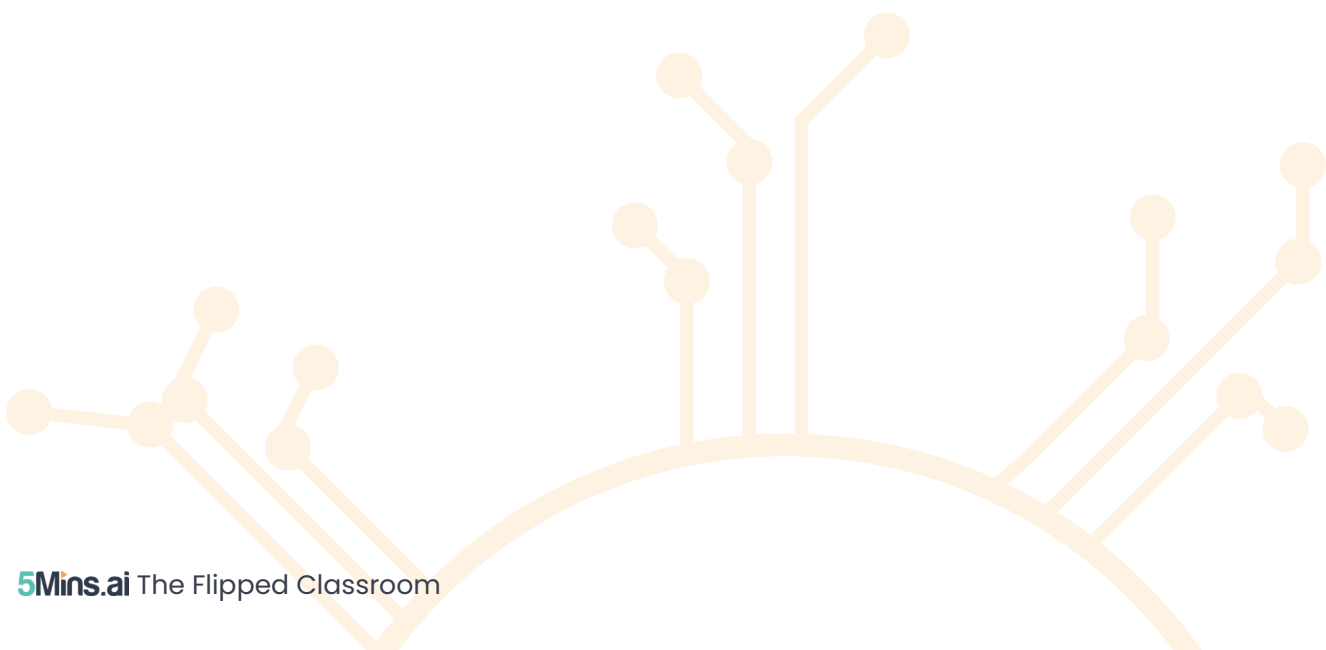
AUTOMATING THE FLIPPED CLASSROOM APPROACH WITH 5MINS.AI

While the flipped classroom is hugely beneficial, implementing and managing the entire process can be incredibly difficult, especially considering the heavy load already on HR, L&D and People teams.

This is where 5Mins.ai comes in, with a comprehensive training platform that enables the flipped classroom model for leadership training.

With over 20,000 pre-loaded bite-sized lessons, mobile and desktop friendly learning modules, AI powered skill based pathways, advanced analytic tools, custom content upload and more – 5Mins.ai can automate leadership training for your organisation.

Here's how we change the game when it comes to leadership training:



HOW 5MINS.AI FACILITATES THE FLIPPED CLASSROOM APPROACH

Pre-Classroom:

- **Leadership Skill Mapping:** 5Mins.ai assesses and creates unique competency maps for different managerial roles, ensuring that each manager's learning journey is tailored to their development needs.
- **Tailored Playlists and Content:** The AI-driven platform personalises the learning experience based on individual roles, skill levels, and learning preferences. Managers receive content that is relevant to their specific needs and career stage.
- **Assign Relevant Courses:** Create tailored courses, assign them and track progress all through one platform. Upload your content, choose from our 20K+ lessons or mix and match!
- **Case Studies and Assessments:** Embed assessment questions and case studies within learning modules to effectively measure understanding and retention.

HOW 5MINS.AI FACILITATES THE FLIPPED CLASSROOM APPROACH

Post-Classroom Session:

- **Feedback Boxes:** Following the classroom sessions, managers can provide feedback on the training, helping organisations identify areas for improvement.
- **Lesson Recaps:** 5Mins.ai enables managers to access recaps of key areas covered, reinforcing learning and ensuring continuous development.
- **Schedule post session materials:** Schedule post session recaps to your team and notify them via slack, teams, or your HRIS platforms to keep learning in the flow of work
- **Skill progression:** Monitor your managers progression through their learning paths, clearly understand skill gaps, and help fill them.

HOW 5MINS.AI FACILITATES THE FLIPPED CLASSROOM APPROACH

5Mins.ai's leadership solution is built to cater to each organisation and each individual's unique needs, thereby delivering a highly personalised, engaging and effective experience at a significantly lower cost than comparable tools.

It's why organisations like GSK, Dropbox, Imagination and more have switched over to 5Mins.ai for their leadership development.

If you'd like to learn more about how 5Mins.ai can help your organisation implement a flipped classroom model, and supercharge your leadership training, go to **5mins.ai/book-demo**

"There was a gap within the business to what do we see as a manager? And what do people expect a manager to be able to do? So, 5Mins has helped us to upskill our managers into those types of capabilities.

**– Jo-mandi Templeton,
Head of Employee Experience**

IMAGINATION

APPENDIX

Sources

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ABOUT 5MINS AI

5Mins.ai, the TikTok-styled Skills and Learning platform, helps organisations develop all their employees efficiently and effectively, no matter what their role. With 20,000+ micro-lessons from world-leading instructors covering 200+ essential skills, 5Mins.ai is used by diverse workforces across leading brands such as Dropbox, GSK, Holiday Extras, Perkbox and many more. Additionally 5Mins AI helps its users to bitesize internal training by up to 80%, create assessments for them, and provide comprehensive analytics to administrators.

Our product is built bottom up using skill-based learning as our core methodology. We combine AI-driven personalisation, micro-learning, and gamification to deliver an engaging learning experience for their employees that fits into the flow of work. If you'd like to learn more about how 5Mins.ai can help you make a transformational impact at your organisation click [here](#)!



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