BUSTING THE MYTHS OF BUILDING LEADERSHIP **SKILLS ONLINE**

Many believe that leadership skills can't be developed online. But what's the reality?



LEADERSHIP **DEVELOPMENT**

#1 area of talent investment1 yet over 50% of organizations have put leadership training on hold, instead of moving online²



MYTH #1

ONLINE LEARNING IS ONLY GOOD FOR **KNOWLEDGE ACQUISITION, NOT SOFT SKILLS**



Soft skill development-such as leadership, communication, and design thinking-requires feedback and iterative application



Effective and engaging facilitators provide thought-provoking feedback and drive impact



REALITY:

Modern online facilitation models enable feedback beyond what's possible in person, developing learners' soft skills

MYTH #2

ONLINE LEARNING IS A SOLO ENDEAVOR



deep social connections through collaborative learning exercises and group assignments



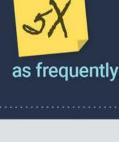
can benefit from other experiences and perspectives

REALITY: True social learning

drives impact. Online learning programs can draw from a diverse population, amplifying the power of the community.



Remain active on Sign on the learning platform



as long than learners without teams 3 ONLINE LEARNING IS A PALE APPROXIMATION

MYTH #3





OF FACE-TO-FACE





integrates experiential

REALITY:

Online learning

learning with work, often resulting in better learning outcomes

Managing Director, Online & Entrepreneurship Programs at Stanford Graduate School of Business Executive Education

Adapted from "Busting the Myths of Building Leadership Skills Online," a NovoEd webinar featuring Audrey Witters,



https://go.brandonhall.com/hcm-outlook-2019

cacy-of-team-based-online-learning

1 Brandon Hall Group, "Human Capital Management Outlook," 2019

- 2 NovoEd, "Busting the Myths of Building Leadership Skills Online," Webinar Survey (2020) https://www.novoed.com/resources/webinars/busting-the-myths-of-building-leadership-
- 3 NovoEd, "Online Learning Is Most Effective in Teams," 2014 https://www.novoed.com/resources/insights/stanford-chuck-eesley-study-shows-effi