

Hybrid classrooms for a hybrid future

The guide for winning at hybrid learning in global organizations



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How to make hybrid a success?

weConnect for hybrid
Our hybrid solution and setup

weConnect

What are hybrid classrooms?



Hybrid classrooms are purpose-built solutions reuniting onsite and remote participants in the same live session in a unified, engaging, human-centered, and equitable experience.

Hybrid-classrooms are made possible by integrating:

- powerful software (e.g. Barco weConnect)
- AV equipment such as cameras, screens, speakers & microphones
- into a physical classroom that is correctly set up

5 reasons why you should go hybrid

1

Design the best hybrid working environment

Companies' HQs will transform into places of simultaneous collaboration and engagement of onsite and remote workers. New, tech-enabled but human-centered ways must be devised for training, engaging and onboarding employees.

2

Prevent a brain drain

Without a well-thought policy in place, redesigned workspaces and purpose-built solutions to enable hybrid successfully, your organization is at risk of a brain drain.

3

Unlock the power of data

We know it's vital to provide tangible results and demonstrate the ROI of your initiatives. The right solution will enable you to access data on attention, engagement and interaction.

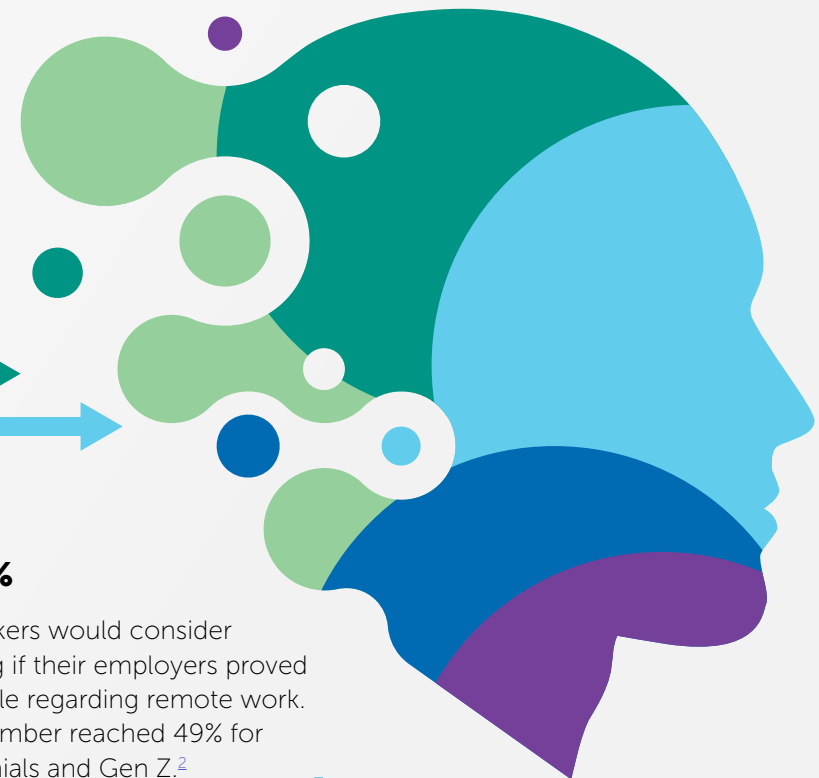
74%

of the workforce surveyed prefers to work remotely at least 2 days per week.

US Remote Work Survey, PwC, 2021¹

39%

of workers would consider quitting if their employers proved inflexible regarding remote work. The number reached 49% for millennials and Gen Z.²



5 reasons why you should go hybrid

68%

of employees believe that a model combining face-to-face and online learning is an ideal skills development path.

The Future of Lifelong and Executive Education, Carrington Crisp 2021³

4

Train successfully and flexibly in the age of lifelong learning. Hybrid offers unparalleled levels of flexibility with participants attending live sessions, either joining virtually or physically.

5

Offer the best of both worlds. Your employees will get to know their peers, facilitators or trainers, online and in person, wherever they are. They could even travel and fully experience multiple company offices.

71%

of employees agree that lifelong learning needs to be delivered flexibly if they are to engage in it.

The Future of Lifelong and Executive Education, Carrington Crisp 2021³

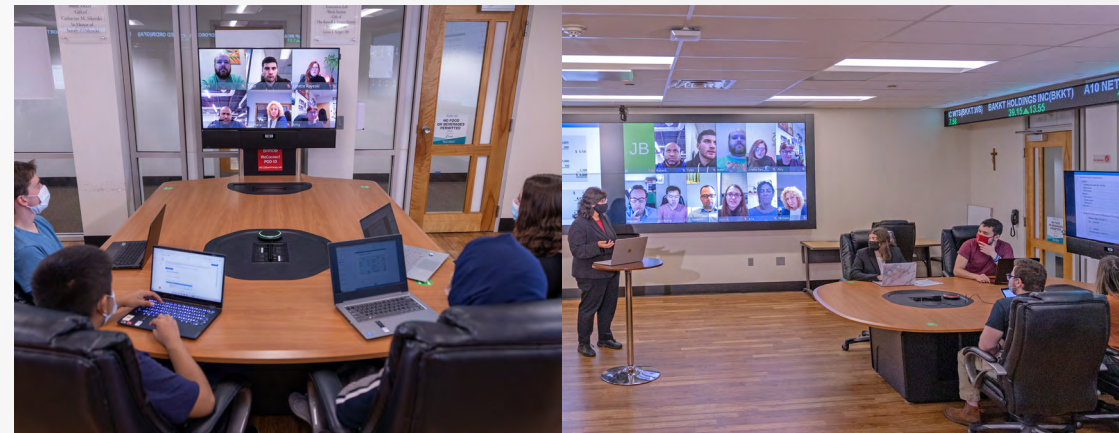


What does hybrid look like?



Plenary style

A wall of screens is displaying remote participants at the back while onsite joiners are sitting at the front. The instructor can see and address everyone directly. This setup is perfect for auditorium-style sessions and will not constrain the facilitator to switch between audiences.



Collaborative style

It consists in hybrid breakout rooms - clusters of people sitting in separate pods, with one screen for remote participants in each dedicated space. This allows for a high degree of interaction and collaboration, and is perfect for in-depth discussions and practical exercises. Ideally, your technology solution should enable both styles effortlessly.

How can you make hybrid a success?

The 4 pillars of hybrid deployment

Going hybrid is an important decision and overall, an undertaking that must be thought through. No matter the specifics of your company, there are four key things to always keep in mind during the hybrid classroom deployment process.

1

Objectives

Reflect on the future you desire for your organization, its mission, overall objectives and on the plans to achieve them.

Align these general objectives and plans with your training objectives.



2

People

Think about what people need to learn to work towards this future.

Consider the organization's needs and the demands of different stakeholders such as trainers and trainees. Match these with the right technology.



3

Technology

Pick a partner with a technology solution that fits your requirements.

They must also have a reliable team and strong suppliers that will install and deploy the solution according to your needs.



4

Evaluation

Test, evaluate and adjust. After deployment, make sure to monitor your hybrid sessions continuously.

Take advantage of the data analytics provided by your solution to assess and optimize your programs.



How to enable **the best audio experience** in the hybrid classroom?

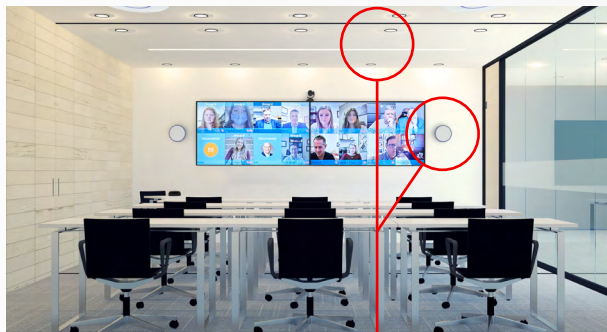
Audio is the life or death of the entire experience. Voice clarity is vital for comprehension of complex topics, for understanding remote and onsite peers, and for effective collaboration across media. Audio quality is the key to ensuring seamless, unified, and equitable hybrid sessions that provide the same level of understanding and of participation to all involved.



Audio in the physical classroom

Loudspeakers

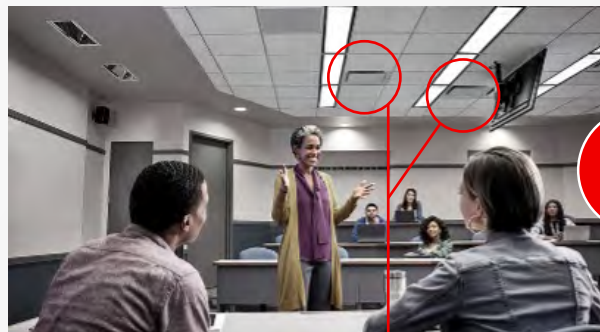
Add loudspeakers next to the screen of participants or in the ceiling. Clear audio from the participants will make the session feel more authentic and give the sense of a unified experience.



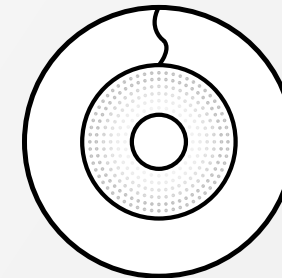
Stem Ceiling
Stem Speaker

Microphones

A powerful ceiling microphone will cover all your microphone needs for facilitator and onsite participants.



MXA920
Ceiling Array Microphone



OR



Handheld, lapel or headset mike and
tabletop or stem table audio, discussion systems

Audio remotely

- Remote participants require good equipment to hear well and be heard by the people in the room for a collaborative and equitable hybrid experience
- Laptop/computer built-in microphones tend to sound more echoey and grainy to people at the far end
- Best options: a pair of noise-cancelling headphones with a built-in microphone, or a desktop mic if budget allows
- Remind participants to test their equipment, to record themselves or dial in with someone, align it with the camera and not be too close to their mic



AONIC 50 Noise Cancelling Headphones

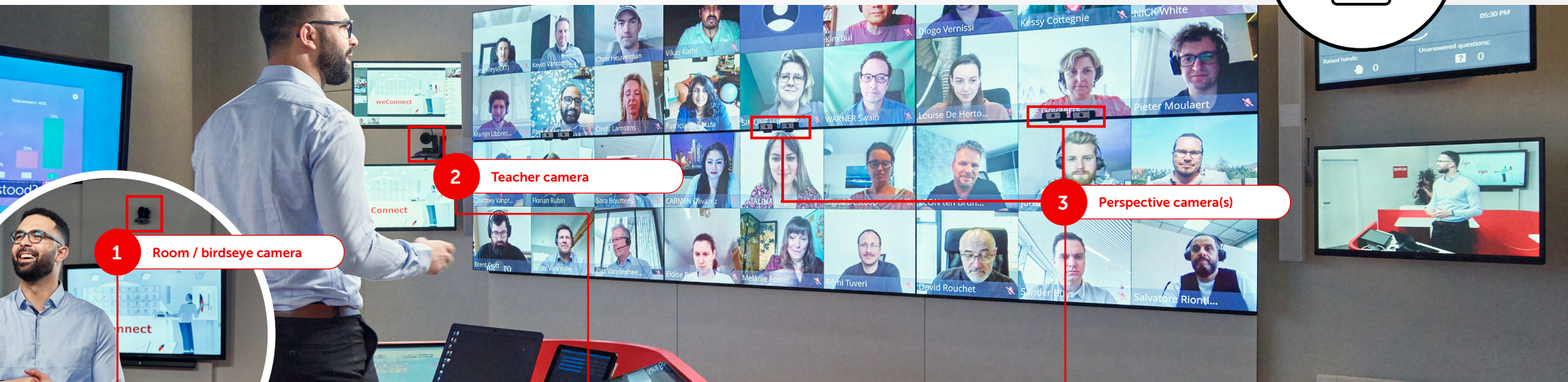
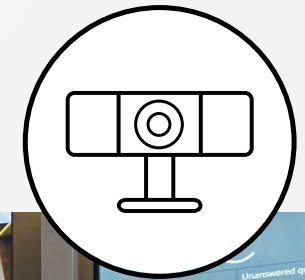


MV5C Home Office Microphone



[Discover Shure audio equipment](#)

How to enable **the best video experience** in the hybrid classroom?



1 Room / birdseye camera

This camera is placed to capture the entire audience, remote and local. The remote audience can experience the instructor's perspective and get a sense of the space they're in. In a hybrid scenario, this camera is essential for the remote participants to see the local audience.

2 Teacher camera

This camera records the instructor. It is also the camera that they look at at when talking. This is where the instructor should always be visible (tracking camera can be considered).

3 Perspective camera(s)

This camera offers remote participants a view from their position on the videowall. This greatly increases face-to-face communication and gives a sense of real interaction.

A consistent, high-quality video experience will enhance productivity, enable in-depth collaboration and meaningful connection. It will support participants to feel and present their best, whether at home or onsite. Lastly, it will ensure equal participation and visibility for all, making the experience more unified and seamless.

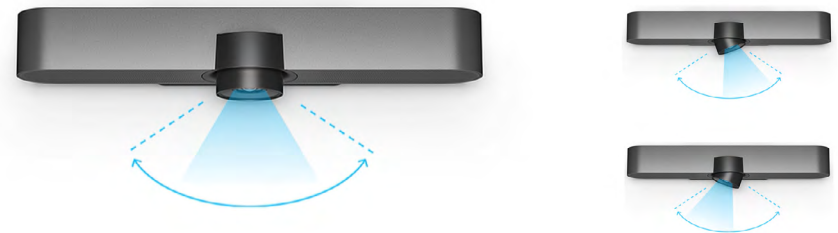


1. Select and know your cameras well

- In the physical classroom, add cameras to ensure both facilitator and participants are visible from multiple angles to the remote participants
- Don't forget the dedicated cameras for the collaborative setup where participants join separate breakout spaces
- Whether you are remote or on site, participant or organizer, become familiar with the equipment and learn to adjust its settings
- Encourage or provide remote participants with higher-end cameras

2. Make sure both remote and online participants are framed correctly

- Ensure all onsite participants are visible to the remote ones and vice versa
- Depending on their location, at home or physically present, we recommend some of the options below
- Suggest online participants to check their frame. Busy settings can be distracting and appear unprofessional.



FOCUS ON YOU



With a 65° field of view users can focus on face-to-face meetings



BALANCED FRAME



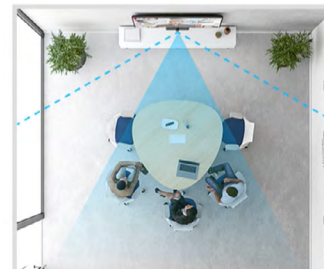
Usually with dual monitor, a 78° FOV is ideal to capture a larger desk space



FULL CONTEXT



90° FOV is ideal for users who wants to share





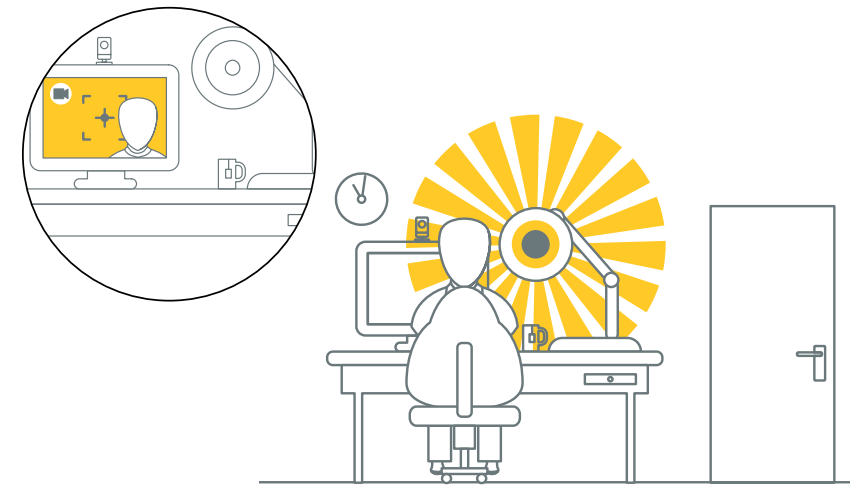
3. Light everyone perfectly

- Use natural lighting if possible and if not, soft white light is the next best thing
- Position the light source in front of the participants; for remote ones it's best trying to face a window
- Avoid a brightly lit or colored background as they add unwanted tinting to the face
- Wear simple, solid colors and minimize busy patterns and prints.

4. Engage the webcam

- Everyone should act as natural as possible, as if they're in person even when they are not.
- That means to use body language, lean in, move your hands, smile. People are looking and relating to emotional cues.
- It's important to look into cameras. For online participants, it's better to not look at themselves to keep engagement levels high. Turn off self-view if settings allow or minimize the view.
- If remotely, raise the laptop or your webcam to eye level. This helps with posture and prevents slouching.

Discover Logitech cameras



How to enable the best hybrid experience with **the right integration partner?**

As we were mentioning at the beginning of the ebook, hybrid classrooms are made possible by integrating powerful software and AV equipment into a physical classroom that is correctly set up. The integrators are the ones that will put everything together and bring your dream hybrid classroom to life. That is why it is essential to choose a software technology solution that has reliable partners.

Two of our most trusted integrators, Vistacom in the U.S. and 3P Technologies in Italy, have shared their expertise on hybrid classrooms and selecting the right partners.



Must-haves of the right integration partner, from Vistacom

- 1.** Expertise and proof of performance in the design and engineering of hybrid video conferencing and collaboration tools in classrooms
- 2.** The ability to be dedicated to your system integration and nimble during the end-to-end process
- 3.** A reputation of quality driven by proven operating standards

The right partner must have vast experience in audio set up, expert skills in the video and control system as well as keep an open mind and be a listening ear for future implementations.

Antonio Troiano,
Sales Manager, 3P Technologies

Discover Vistacom

The most important points to know when setting up a hybrid classroom



It is possible to deliver a rich classroom experience while keeping the investment to a minimum if we focus on strategic audio distribution and proper camera placement, unlocking the ability to teach and learn with high-quality interactions.

Matt Boyer,
Director of Technology, Vistacom Inc

Cameras and microphones are two of the most impactful contributors to better hybrid learning. Determining the right devices that integrate specific capabilities and are interoperable with the larger technology ecosystem is critical to usability in the space, empowering teachers and maximizing student success.

Matt Boyer,
Director of Technology, Vistacom Inc

A good starting point is figuring out how many people have to be remotely and how many on site at a specific time. Another important issue is the quality of the acoustic in the room, and how to ensure high quality sounds for remote students and the ones in the room.

Clear and constant communication are key along the entire process of implementation. Even after the hybrid classroom deployment has been done, the partnership continues. Together, we work on a road map of new improvements that can be implemented.

Antonio Troiano,
Sales Manager,
3P Technologies



Discover 3P Technologies

What?

Why?

Look?

How?

weConnect

Vistacom's most recent hybrid classroom installation at King's College in the US

By Angela Nolan, CEO, Vistacom Inc.



King's College envisioned a room to facilitate how people interact in the real world, to build teamwork and communication skills, while also bringing virtual students into the classroom with fully-integrated collaboration capabilities.

One of the biggest challenges within the space was the integration of high-quality, two-way audio from the classroom to the remote students and vice versa.



Vistacom installed speakers and microphones, both in the ceiling and at each pod, integrated through a digital signal processor (DSP) to facilitate crystal clear audio conferencing. Using advanced audio features like out-of-bounds pick-up rejection, Vistacom was able to essentially create an audio "bubble" over each pod to keep the sound as isolated as possible within each working group.

[Read the customer story](#)

12 practical tips to facilitate hybrid sessions

from Cindy Huggett, Virtual Training Consultant



Cindy Huggett, CPTD, is an independent consultant, speaker, instructional designer, classroom facilitator, and author who specializes in technology, leadership, and learning.

Cindy has over 20 years' experience in helping trainers and designers create engaging training programs. She partners with her global clients to craft effective virtual training strategy and equips training teams with the necessary skills for online interaction and engagement.



Set up for success

Preparation is the mother of success. Include tech-checks and allocate time for questions, support and instructions.

- Explain the concept of the training program or event in advance, and the technology solution
- Establish attendee norms and guidelines
- Determine roles and responsibilities
- Assign buddies: pair each remote participant with an onsite partner to support each other

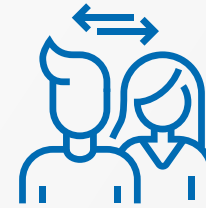




Show up on audio and video

Audio and video can make or break the experience. Crystal clear sound and views will make your hybrid session seamless, collaborative and engaging for everyone.

- Make sure all voices are heard in the room by placing microphones strategically: a ceiling one that will capture the voice of the instructor and onsite participants, and individual ones next to the screens displaying online participants
- Add speakers in the room next to the screen of participants to convey the feeling of being in the same room
- Install cameras to capture the facilitator, the onsite participants and the remote ones
- Suggest or supply those joining online with quality cameras and microphones



Create an equitable and inclusive experience

Ask yourself: Can all program attendees be easily heard? Are they visible? Does everyone feel included in the conversation?

- Set up an environment where everyone has equal access to features and tools regardless of location
- Have a remote-first mindset to help them feel included in the conversation
- Use the platform tools when asking questions so that all can participate. For example, "If yes, click on raise hand, if not just click on no."

Discover more about Cindy

What?

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weConnect

High-engagement, human-centered hybrid learning

with Barco weConnect

Barco weConnect is a technology solution that complements your organization's digital transformation. In a hybrid classroom setup, it enables live training that is flexible, highly engaging and human centered.

What's more, with weConnect you can go well beyond hybrid teaching and training. Bring the wow factor to your internal events, all-hands meetings or onboarding programs. Engage your employees, keep them motivated and maintain that company culture you are so proud of.



Trusted and proudly used by hundreds of customers

Discover **weConnect** here



Wilmington plc



SKANSKA

Why choose a weConnect hybrid classroom?

1

Enjoy all the flexibility you need

- With weConnect, you can have it all. Switch between setups easily and host your hybrid sessions flexibly
- Enjoy a collaborative session with same-location (remote or onsite-only) or mixed groups (onsite and remote) right after a plenary session
- Should you wish to, you can even organize fully virtual sessions

2

Make participants feel connected

- Onsite, participants can hear and see each other perfectly thanks to the numerous screens and speakers in the room
- For remote participants, audio and video is captured from multiple points in the classroom and displayed via content streams in the platform
- Collaborations comes naturally: chat, answer polls and quizzes, use a common whiteboard and break out into groups

Ensure participation equity

- Remote participants get a life-sized spot on the wall of screens in the room from which they can be heard as well
- Thanks to multiple cameras onsite and multiple streams in the platform, they enjoy 360 degrees views
- If they have multiple screens, they can isolate a preferred content stream on a preferred screen for a more immersive experience
- All users can actively participate by using the weConnect mobile companion, by itself or as an extension to their laptop

3

Ease the facilitator's experience

- Facilitators never lose sight of their remote audience and can easily make an impact on every single person
- They lead sessions in a seamless, unified way, using one platform while not having to switch between audiences
- They can teach or train just like they are used to. weConnect is a hassle-free, intuitive solution that enhances natural facilitation skills

4

[Find out more](#)

The weConnect hybrid setup



AV equipment

- Shure audio
- Logitech video
- LCD screens
- Touch panels
- Whiteboards

Participant equipment

- Laptop
- Tablet

Software

- Studio powered by the Barco weConnect software solution

The **AV integrators** bring everything together. They design, install and manage the weConnect hybrid studios. They are in direct contact with the prospects and customers.



Barco is a global technology leader that develops networked visualization solutions for the entertainment, enterprise, and healthcare markets. Our solutions make a visible impact, allowing people to enjoy compelling entertainment experiences; to foster knowledge sharing and smart decision-making in organizations and to help hospitals provide their patients with the best possible healthcare.

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ENABLING BRIGHT OUTCOMES

