

Secondary – Ideas for Enhancing Virtual Training Engagement and Delivery

Chat Function Strategies

1. Ask Participants to write in the chat:
 - a. The city you live in
 - b. A place you describe as **paradise**
2. “Around the Room” sharing activity – This does not need to be only content related and could be something playful such as, “What’s an unexpected show you’re bingeing?” or “what’s something new you’ve learned during isolation?”
3. Numbers Game (Can be done in chat or through video) – Have participants write their name on a piece of paper and write down four numbers that mean something to them (for example, age, number of children, their half-marathon time, etc.). Then ask other participants to guess what the four numbers represent. It can be done several at a time throughout the day when coming back from breaks or even over several days if you have the same group.

Using “Reactions”

1. Ask participants to give a thumbs up to indicate they are ready to move on to the next topic.
2. Encourage a virtual “clap” after a fellow participant makes a good point – this can be done over video, or with the reactions button.
3. Check in/real time feedback – Give the opportunity for participants to give feedback based on their experience. For example, they can give a “thumbs up” for good balance of content and discussion, or a “hand” for not enough breakout time (this can also be done in the chat function.)

Incorporating Physical Objects and Activities

1. Show and Tell – Invite everyone to come to the workshop with their favourite mug or other show-and-tell item. After they introduce themselves, they show everyone else their special item. This creates a sense of community and is a fun way to get people interested in others. Keep in mind, this works best with smaller groups.
2. Have participants all wear the same colour to the workshop, again creating a sense of togetherness since everyone is in red, etc.
3. “Draw your idea of . . .” – This can be content based or for fun. For example, have leaders in the group illustrate the various touchpoints clients have with your organization (client journey mapping), the most important services they offer, or their personal journey/story. You can vary the time allotted to change the nature of the activity (e.g., 30 seconds, 5 minutes, etc.). After they are done drawing, have them hold it up to the screen and describe what they drew or share the drawing with a small group.

4. Agree/Disagree – Ask participants to take two business cards (or small pieces of paper) and write the word “Agree” on one, and “Disagree” on the other. Prepare several thought-provoking statements that you will read aloud, and ask people to hold up the appropriate word to their camera for how they feel about the statement. This could be a good lead up activity to a breakout session.

Combating Zoom Fatigue Through Movement

1. Group Stretch – Have participants do a group stretch, something very light and modifiable for anyone with mobility issues
2. "20-20-20" – This is an exercise that helps with screen eye fatigue. Have people stand up (or shift if mobility is an issue) and stare at something at least 20 feet away for 20 seconds. Then talk about any interesting things that people observed. See [this article](#) for more information.
3. Choreographed Dance – Have participants vote on three song choices and choreograph a dance to their choice (use Spotify or YouTube to play the music).
4. Invite people OUT of their Bubble by having them turn on gallery view and then asking them to “All slide to the right; all slide to the left” or “Give each other a high five to the person next to them.”
5. Sing-Along – Embed a YouTube clip with lyrics into your PowerPoint and have them mute themselves and sing along with the song.

Opening and Closing

1. Begin with a few deep breaths and then ask participants to imagine they are all in a circle. This grounding/centring exercise is particularly good for small groups.
2. For smaller groups, at the end of the training the trainer can ask everyone to share their best takeaway or golden tip. Instead of using the raise hand feature, the facilitator can use a bouncy ball which they pretend to “toss” at each participant for them to catch, indicating it is their turn to give their takeaway/golden tip (or type it in the chat bar). Let participants know they can grab their own bouncy ball so it looks more real when they “catch” it.
3. Use a gratitude learning moment exercise. Participants are placed into breakout rooms at the end of the workshop where they share something they learned from the course for which they are grateful for. This works well for larger groups.

Other Great Ideas to Explore

- 9 zoom games - <https://youtu.be/-IOv06e0tOA>
- Chad Littlefield – [We and Me, Inc.](#) offers lots of great activities for training workshops. Also be sure to check out his YouTube video, “[What Is A Good Icebreaker For A Meeting?](#)”