

Working and Learning Together, Apart

Contributed by Cassie Taylor, BAA and Roberta Neault, PhD

Working remotely or learning online isn't a new phenomenon. Many companies already permit at least some of their workers to work from home, perhaps even just part-time, and lots of Universities and Colleges already offer online courses and programs at all levels. However, due to the COVID-19 pandemic, this large-scale, sudden shift to working virtually is unprecedented. In ideal circumstances this shift to connecting teams, providing services, and teaching courses online would be strategically rolled out over time with careful consideration paid to which technologies are used and providing adequate training/orientation to facilitate effective use of such tools. This isn't the current situation for many of our colleagues and clients across the globe.

Not surprisingly, when virtual solutions are implemented poorly, it's hard to overcome the natural resistance that accompanies any organizational/structural/systemic change. For more than 20 years, the Life Strategies team has relied on virtual solutions for working and learning together, apart. We've supported many educational institutions; public, private, and not-for-profit organizations, professional associations, and governments to work, teach, and learn more effectively from remote locations. Over the years we've crafted several topical "tip sheets" – these are all freely available on our website. We've provided direct links to a few that may be especially helpful as you, and the organizations that you work with, shift to working, teaching, and learning from home.

Virtual Solutions

- [10 Considerations for e-Career Services](#)
- [10 Tips for Working from Home](#)
- [10 Tips for Working Virtually](#)
- [10 Tips to Strengthen Your e-Working Relationships](#)
- [10 Ways to Use Moodle for Project Collaboration](#)

e-Learning

- [10 Benefits of Online Learning](#)
- [10 e-Tools to Facilitate Learning](#)
- [10 Tips for e-Learning Success](#)
- [10 Tips for New Online Instructors](#)

Dealing with Change & Transition

- [10 Leadership Lessons for Transformational Times](#)
- [10 Tips for Navigating Your Job Loss](#)
- [10 Tips for Staying Engaged During Transitions](#)

Mental Health & Wellness

- [10 Strategies for Managing Your Stress](#)
- [10 Tips for Managing Employee Mental Health Issues](#)
- [10 Tips to Strengthen Optimism](#)

Cassie Taylor, BAA, Manager of Life Strategies Ltd., supports a wide variety of local, national, and international consulting projects including a diverse set of e-learning programs and courses. As the student advisor, she supports our online instructors, administrators, and students. In addition, Cassie oversees curriculum development and the transition of traditional, face-to-face curriculum into the e-learning environment. She uses virtual solutions to bring together diverse project teams, working groups, and contractors from across the globe – almost exclusively from the comfort of her own home office.

Dr. Roberta Neault, CCC, CCDP, GCDFi, President of Life Strategies and Project Director of the Canadian Career Development Foundation (CCDF), has supported virtual solutions for geographically dispersed work teams and learners for a long time. In 2004, she co-developed the first e-learning training program for Career Development Professionals (CDPs), the [Career Management Professional Program](#) which has provided training to CDPs in remote regions of Canada and internationally (e.g., Zimbabwe, South Africa, Jamaica, India, Pakistan, China). Roberta has also used virtual technologies to bring teams together to work collaboratively on projects across borders and has long implemented the notion of working together, apart with her own staff who enjoy being primarily located in their own home offices.