

# TRAINING FOR LEARNING

*Designing and delivering training that maximises learning*

## The Need

As L&D professionals, our credibility and reputation depend on our ability to produce relevant learning from training, and to do so efficiently. This is the very least we must deliver, for without *guaranteed* learning there can be no payoff in the workplace, and the investment is a waste of time and money.

To achieve this requires a solid understanding of practical design techniques that can be used when formally developing programs and to 'design on the run'. The latter is especially important since every facilitator is a training designer.

## Program Structure

Preparation (minimal) + 2-Day workshop + Application

Participants are given access to an on-line support site from Day 1 of the workshop.

## Workshop Content

- The MUD Model of learning methods/strategies
- When errors are helpful in learning and when they are not.
- The important distinction between learning skills and learning styles.
- How to identify the learning needs inherent in jobs or tasks.
- The need for trainers to 'trigger' specific learning processes.
- The difference between input, process and output methods of training.
- Key criteria for selecting appropriate training methods.
- How to match training methods to what needs to be learnt.
- A simple yet highly effective method for gathering ideas from a group.
- Why blindly following adult learning principles is dangerous.
- How to improve the predictability of learning from training.
- Practical ways of increasing learner engagement and retention.
- Seven 'Keys to Understanding' (types of questions).
- How to use the 'Bucket Model' to develop understanding.
- Techniques for helping people learn procedures and processes.
- Use of the ThIRST Model to design training sessions/activities.
- How training can inadvertently block learning and how to avoid this.

The Training for Learning workshop is based on extensive research and models the 'productive learning' principles and methods that are the focus of the training.

## Who Will Benefit?

Anyone responsible for procuring, designing, delivering, or recommending training. The program has been attended by:

- Instructional Designers
- Training/Learning Facilitators
- L&D and Human Resource Managers
- Subject matter experts who are involved in training design/delivery
- In-company change agents who design and facilitate change interventions

## Benefits

Training for Learning is loaded with take-home value. You will receive research findings, innovative concepts, new methods, useful examples, shared insights, practical models/tools, and sample materials... and more.

The program provides a 'hands-on' understanding of how to design and deliver training that is impactful, enjoyable, and effective – training that leverages-up learning for maximum effect. It will stimulate and challenge your thinking about training and provide you with proven techniques that guarantee learning. This will enable you to:

- Deliver greater benefits and value from training.
- Provide a more effective service to key stakeholders.
- Better support strategic initiatives, e.g. the creation of a learning culture.
- Strengthen the role and credibility of training/development programs.

If you're keen to sharpen your skills... to deliver more effective training... to be operating at the leading edge... this is the program you've been looking for! It's a great investment in personal and professional development.

## WORKSHOP LOCATION AND DATES

- **SYDNEY**                      23 - 24 September 2008  
   24 – 25 February 2009  
   2 – 3 September 2009
- **BRISBANE**                    2 – 3 December 2008  
   9 – 30 April 2009  
   7 – 8 October 2009