

## **TRAINING FOR LEARNING TESTIMONIAL**

This is what the Learning & Development Manager at Woolworths Head Office had to say 18 months after the first 'Training for Learning' program was delivered:

*"This was one of the key programs we placed all our Learning Development and Design team through when they first formed as a team some 18 months ago. We are also ensuring all new team members and shortly all of our facilitators in the business have gone through the program. Both of these facts are further evidence of our belief in the results this program brings us.*

*The program's success can be attributed to a number of factors. Naturally it follows adult learning principles, but it actually does much more than that. It takes the principles and turns them into a practical approach. It shows trainers how a range of activities including cards-based exercises can significantly raise participation and learning. This has resulted in a vast reduction in the amount of information a trainer has to 'tell' participants and has also reduced the amount a trainer has to 'correct' participants.*

*Our staff have been heard describing the program as easy to understand, easy to use, easy to make interesting for the participant, very interactive and enjoyable to participate in. Overall the program helps us increase the likelihood that our participants will learn what we want them to by the end of each training program. It helps enable consistent outcomes and reduces the impact of the variable nature of facilitators' skills.*

*I would recommend the program to all of those in the Learning & Development field who are interested in increasing the likelihood of learning actually taking place in their training programs."*