

Telling Ain't Training: One and Two Day Sessions



There are a lot of traditions, mythologies and misguided - although well-intentioned - principles and practices in training that create barriers to effective learning. The *Telling Ain't Training* sessions have two major purposes. The first is to dispel these counterproductive

beliefs that harm the instructional process. The second is to help you be the most effective trainer, instructor, educator or learning facilitator you can be.

In the *Telling Ain't Training* action-packed sessions, you get to separate myths from research-based findings about learning and training. You also obtain practical, down-to-earth counsel to guide your instructional design, delivery and support efforts.

The style is fun and friendly, but also hard-nosed about what works and what is fluff, fad or fantasy. Sessions are interactive, contain lots of practice and include much sharing of best practices.

Session Objectives - One Day

- Create techniques for capturing attention and altering receptivity to new learning.
- Name and describe the critical characteristics of effective instruction.
- Describe a key paradox of teaching-learning.
- Develop a "trainer's mantra."
- List, describe and apply six research-based principles for transforming *telling* to *training*.
- Apply a five-step model that transforms telling to effective training.
- Create training activities that are fun, interactive and spice up learning.
- Devise strategies for increasing on-job application of training.

Session Objectives - Two Days

In addition to the objectives listed above for the one day session, participants also are able to:

- Apply interactive facilitation techniques that transform the one-way "lecture" into an effective learning event.
- Describe how human learners process and acquire knowledge and skills and link this knowledge to their training practices.
- Identify barriers to learning that trainers create and ways to avoid or overcome them.
- Apply what they have learned through actual hands-on practice by training other participants in the session.
- Provide and receive structured feedback on training efforts.