

Adult Learning Techniques™

Purpose

The purpose of this program is to help you will learn how to deliver training in ways that quickly build your credibility, and keep your participants coming back for more. Become the trainer you have always wanted to be, and both develop the confidence and the skills to guide your participants to achieve desired training outcomes.

About the Workshop

Adult Learning Techniques™, refined through years of classroom application and research, is the key to effective training and successful transfer of skills to the workplace. Meeting the varied needs of adult learners will help you engage participants in training and sustain their interest and enthusiasm.

As a trainer, you can make it easier for participants to benefit from training by focusing on learning effectiveness. That means ensuring that everything about the training is driven by specific learning outcomes. The Learning Effectiveness Model is made up of three elements: the participant, the content, and the trainer. In *Adult Learning Techniques™* you will focus on two of these elements. Effective content depends on the learning design (or the overall shape of a program) and the learning activities (or the series of planned training events) that bring the design to life. And an effective trainer demonstrates the skills that help a class come alive and achieve its learning outcomes, adopts a range of roles, each appropriate to a different type of learning.

Key Content

Following your participation in the adult learning techniques workshop, you will be able to:

- Describe a model for effective learning and explain how the model works to achieve intended learning outcomes.
- Identify five critical learning experiences and show how they contribute to adult learning.
- Understand the roles of the trainer, role selection, and impact.
- Link behaviors and attitudes to deliberately and consistently fulfill each role.
- Use your understanding of activity design to select the best trainer role(s) and level of involvement for the training activities you conduct.
- Understand the types of feedback and demonstrate the skills of reinforcing performance and offering improvement suggestions.
- Understand three types of discussions and apply a variety of questioning techniques.
- Identify and categorize challenging behaviors and select appropriate techniques for working with them.
- Resolve challenges effectively and maintain participants' involvement in the training session.
- Apply your knowledge of individual learning preferences to maximize learner engagement.
- Recognize adult learner characteristics and learning styles, and create a motivating learning environment.

Who Should Attend:

New trainers, or experienced trainers who want to gain a better understanding of how adults learn, so that they may create a motivating, connectional learning environment. The Adult Learning Techniques Workshop is designed for those who have limited time available to attend training.



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Typical Time Investment

One Full Day, 8 Hours



Authorized AchieveGlobal Distribution Partner:

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