



ARE YOU BORING YOUR WORKSHOP PARTICIPANTS?

BRUCE WAHLGREN
PRESIDENT AND LEAD TRAINER
WORKFORCE EXCELLENCE GROUP, LLC

www.workforceexcellencegroup.com

The best class, training, or workshop I ever attended was, and what made it so:

Why I am attending this session, and what do I hope to do with the new information I learn:

SIX TRUMPS

Brain Science that Makes Training Stick



1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

LEARNING STYLES

My Primary Learning Style:



What's Important to me as a communicator:

What I need to watch out for:



My Secondary Learning Style:

What's Important to me as a communicator:

What I need to watch out for:

4Cs CURRICULUM DEVELOPMENT SYSTEM



C1 Connections are about connecting learners to

_____, _____, and

_____.

C2. Concepts

Teach concepts in small chunks of _____ - _____ minute segments.

C3. Concrete Practice activities should involve _____.

C4. Conclusion activities include:



GALLERY WALK REVISITED

MORE TOOLS/ACTIVITIES THAT ENHANCE THE LEARNING PROCESS

- Warm-Up (pre-session exposure to topic/concepts)
- Gallery Walk (respond to questions on flip chart posters)
- Dot Voting
- Data Hunt (participants seek out others to fill in blanks or obtain information)
- Scavenger Hunt
- Think and Write (individual processing to specific question or topic)
- Interview and introduce neighbor
- Table Talk (small group discussions)
- Standing Survey (“Stand if you agree with position A”)
- Pair Share (each discusses topic or question with their neighbor)
- Jigsaw (each participant owns a piece of the content, and they teach classmates)
- Concept Centers (designated areas of room for learning and/or practice)
- Teach-Back (explanations, demonstrations, skits, songs, etc.)
- Games (Instructor-created and/or Learner-created)
- Simulation
- Interactive Lecturette
- Video
- Graphic Organizers
- Skills Practice
- Review Worksheets
- Lessons/Commitments
- Snowball Fight
- Graduation Ceremony





MY LESSONS

Three of the most important ideas or techniques I gained are:

1) _____

2) _____

3) _____

My Commitments

What I will do differently in my next workshop or presentation:

What's Your Style? Learning Style Descriptions

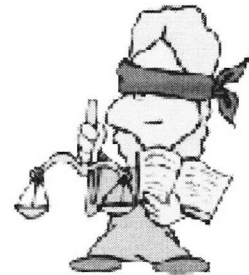
Learning Style One: Peacemaker

1. You prefer learning with one or two other people rather than data and things.
2. You listen to others before making your own points.
3. You need to connect personally with other people involved in the learning experience.
4. You like personal attention and feedback.
5. You process information through your feelings first, then think about what you feel.
6. You need plenty of time to take in and respond to information.
7. You're influenced by your peer group; you like participation and collaboration.
8. You strive for personal understanding and empathy.
9. You need a sense of social harmony.
10. Your philosophy is: "I'll be cautious about learning it until I feel it works for everyone."



Learning Style Two: Truthkeeper

11. You learn best if allowed to concentrate on one topic until thoroughly understood.
12. You need thoroughly detailed instructions and documentation.
13. You prefer learning alone.
14. You like time to think things through completely, step-by-step, before talking.
15. You process information intellectually rather than emotionally.
16. You prefer getting data from reading and lectures.
17. You value carefully documented evidence.
18. You reject subjective judgment and appreciate intellectual achievement.
19. You need a sense of personal control.
20. Your philosophy is: "I'll learn it if it's valid and logical and fits with what I know."



Learning Style Three: Solutionseeker

21. You enjoy making decisions and solving problems.
22. You are matter-of-fact and bottom-line oriented.
23. You take the first opportunity to apply new ideas to practical situations.
24. You like to learn independently and like to have clear instructions as a back-up.
25. You prefer getting information through hands-on experiences.
26. You like being in charge of your own learning.
27. You discount information you can't use.
28. You process information according to its practical applications.
29. You need a sense of personal usefulness.
30. Your philosophy is: "If it works and is useful to me, I'll learn it."



Learning Style Four: Risktaker

31. You socialize easily and learn by interacting with others.
32. You take risks and enjoy challenges and change.
33. You do best when you're learning with other high-energy people.
34. You prefer looking at information from many viewpoints as you learn.
35. You're in love with "newness" i.e. new ideas, activities, experiences.
36. You enjoy shifting back and forth between topics or activities.
37. You like to develop your own way of doing things.
38. You see the big picture and future possibilities.
39. You need a sense of personal excitement.
40. Your philosophy is: "I'll learn anything that is interesting or a challenge to me."



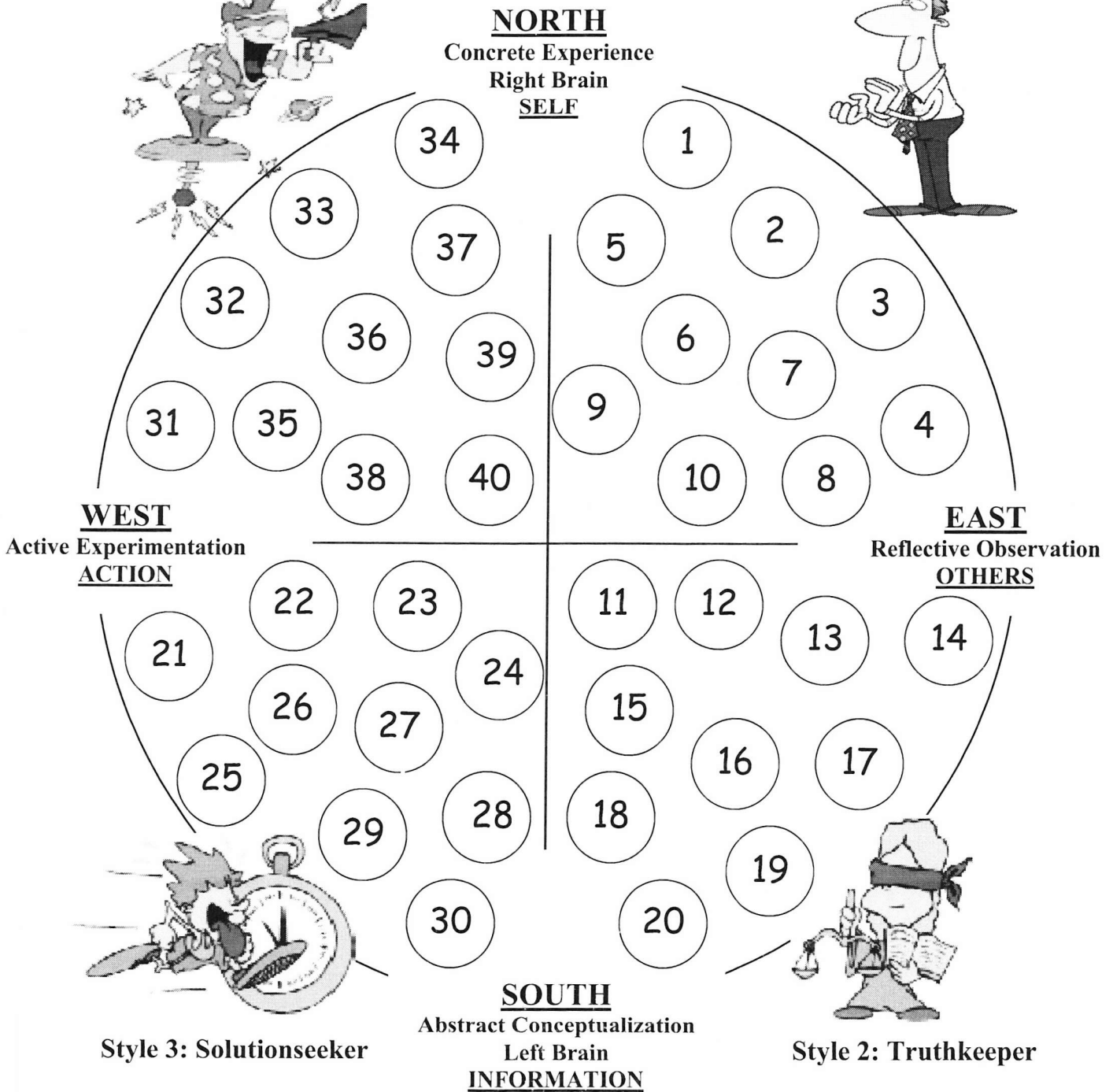
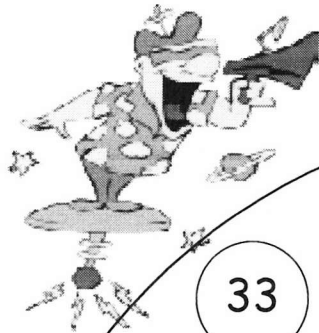
From: *How To Give It So They Get It!* Author: Sharon Bowman

Color Your Style

Learning Style Preferences

Style 4: Risktaker

Style 1: Peacemaker



Books

Most books can be found on www.amazon.com or by doing an Internet search with Google. These first six are highly recommended:

1. **NEW: Using Brain Science to Make Training Stick!** Sharon Bowman (to be published fall 2010)
2. **Training from the BACK of the Room! 65 Ways to Step Aside and Let Them Learn** (2009) Sharon Bowman
3. **The Ten-Minute Trainer! 150 Ways to Teach It Quick and Make It Stick** (2005) Sharon Bowman
4. **The Accelerated Learning Handbook** (2000) David Meier
5. **Brain Rules** (2008) John Medina
6. **Teach Like a Champion** (2010) Doug Lemov

Other Valuable Resource Books

- Brain-Based Learning.** (2000) Eric Jensen
- Brain Matters.** (2001) Patricia Wolfe
- A Celebration of Neurons.** (1995) Robert Sylwester
- How the Brain Learns.** (2006) David Sousa
- How To Design and Deliver Training for the New and Emerging Generations.** (2004)
Susan El-Shamy
- How To Give It So They Get It!** (1998)
Sharon Bowman
- Informal Learning** (2007) Jay Cross
- Learning and Memory.** (1999) Marilee Sprenger
- Preventing Death by Lecture!**
(2000) Sharon Bowman
- Teaching Actively.** Mel Silberman
- Telling Ain't Training.** (2002) Harold Stolovitch
- That's Not What I Meant!** (1987) Deborah Tannen
- 12 Brain/Mind Learning Principles in Action.** (2005)
Renate Caine

Books, Websites, and Catalogs

Websites

Note: These sites offer free teaching and training information.

www.Bowperson.com
Sharon Bowman and Bowperson Publishing & Training, Inc.

www.resources4trainers.com
Marcia Jackson and Training Resources

www.alcenter.com
Center for Accelerated Learning

www.bobpikegroup.com
Creative Training Techniques

www.thiagi.com
Workshops by Thiagi

www.guilamuir.com
Guila Muir and Associates



Catalogs

The Brain Store (800-325-4769). A great resource of books and teaching materials for educators.

Creative Training Techniques (800-383-9210). An assortment of training books and learning aids for the busy trainer.

The Trainer's Warehouse (800-299-3770). A fun and eclectic collection of products for hands-on learning – one of the best resources for trainers. Quality of products is excellent.