

Engaging Adult Learners: Tips on Making Your Trainings “Fun”omenal

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is
good.

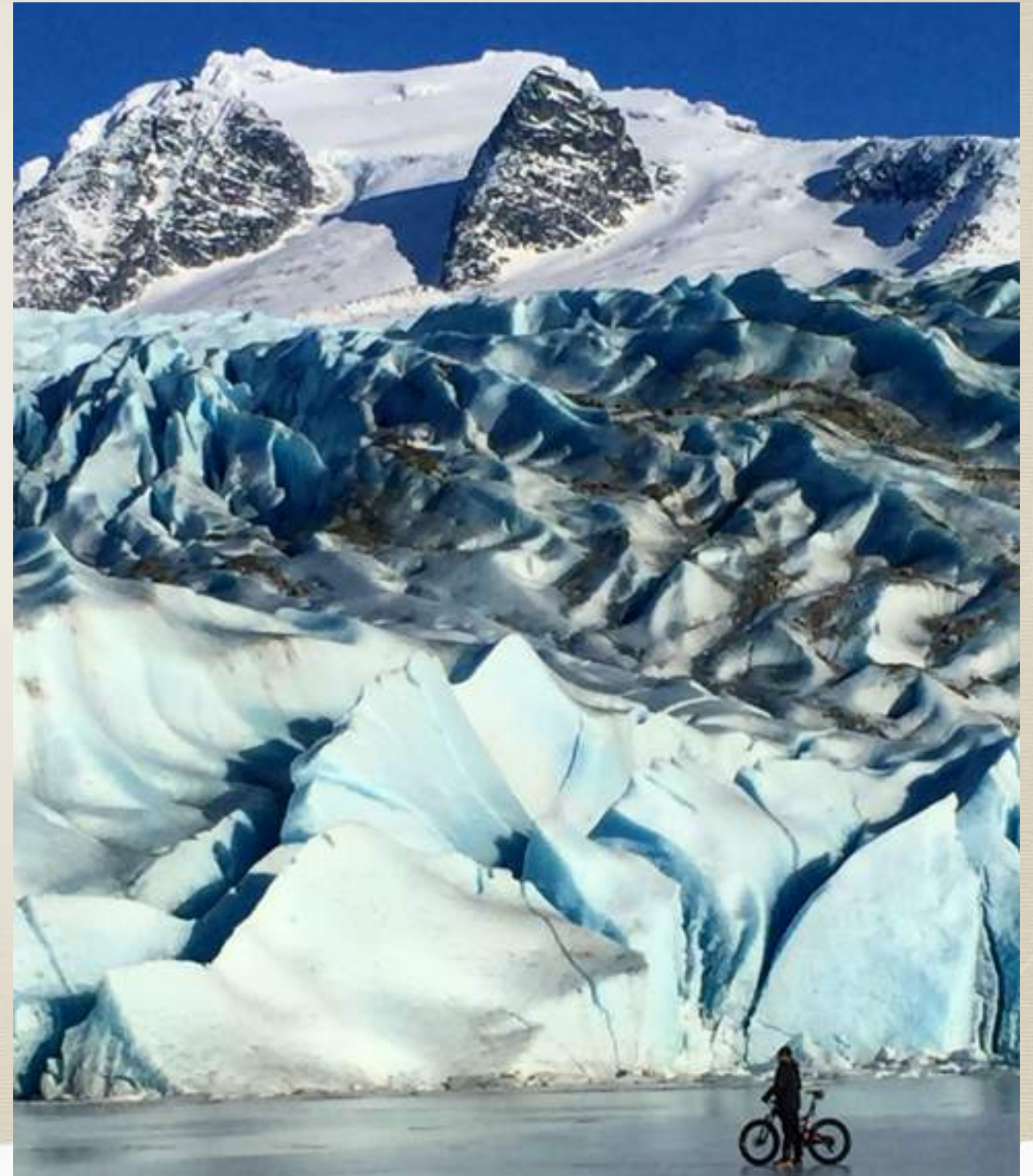
-Dr. Seuss



53 school districts covering 663,300 square miles. North Slope School District is 88,700 square miles, bigger than the state of Minnesota and 40 other states. Our smallest school district is Pelican with 13 students.

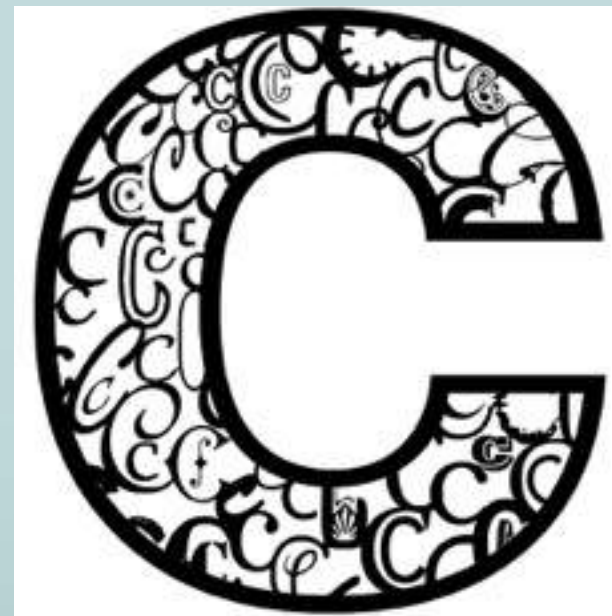
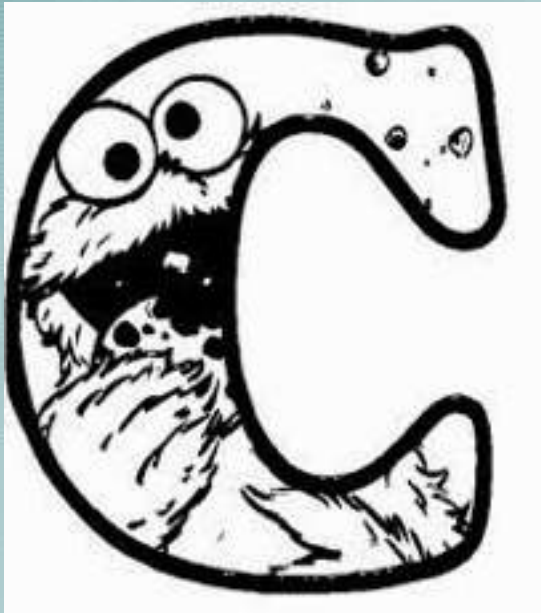
What makes a Good Training?

*Let's shout out some of your ideas!!!





List 3 things YOU do currently to keep your participants awake, alert and interested while they learn:



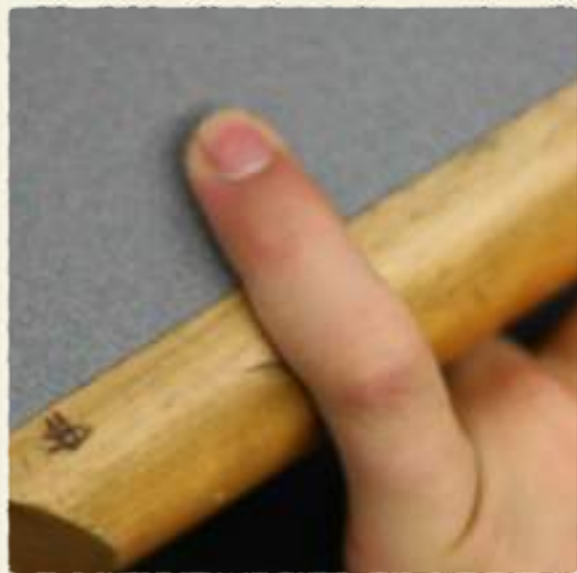
60 Second Connectors

- * Introduce 1:1 or small groups and....
 - * tell 3 things you know about this training topic
 - * explain one thing you are hoping to gain
 - * talk about one question you want answered
- * Others?





Some Science!



Engaging the RAS

vary...
move....
gesture....
act out...
ask....
add.....
use....

The RAS filters and prioritizes sensory information to let the mind be focused and alert.



*Training

*Instruction

*Education

*all help with
Learning!



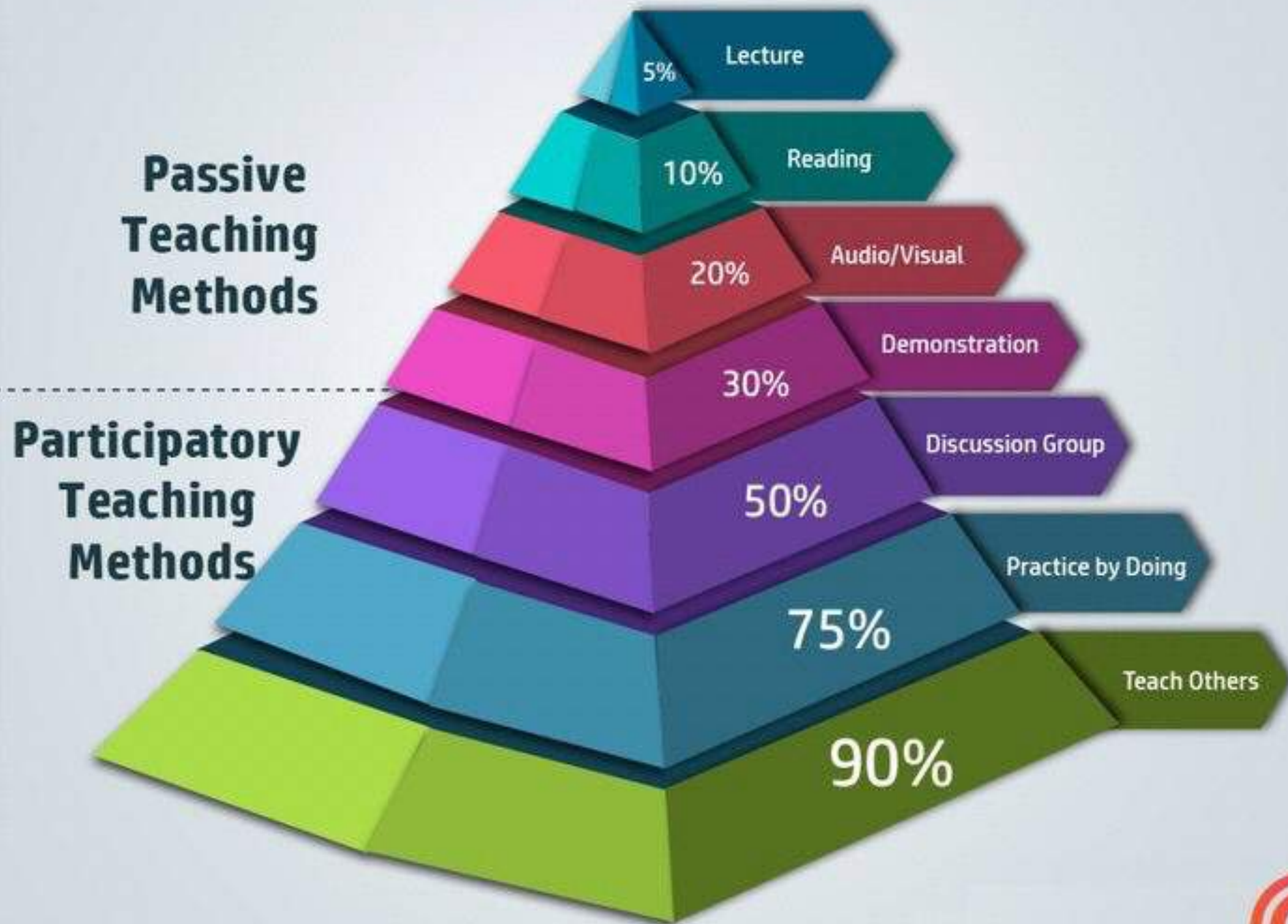
How do adults learn?

Reading



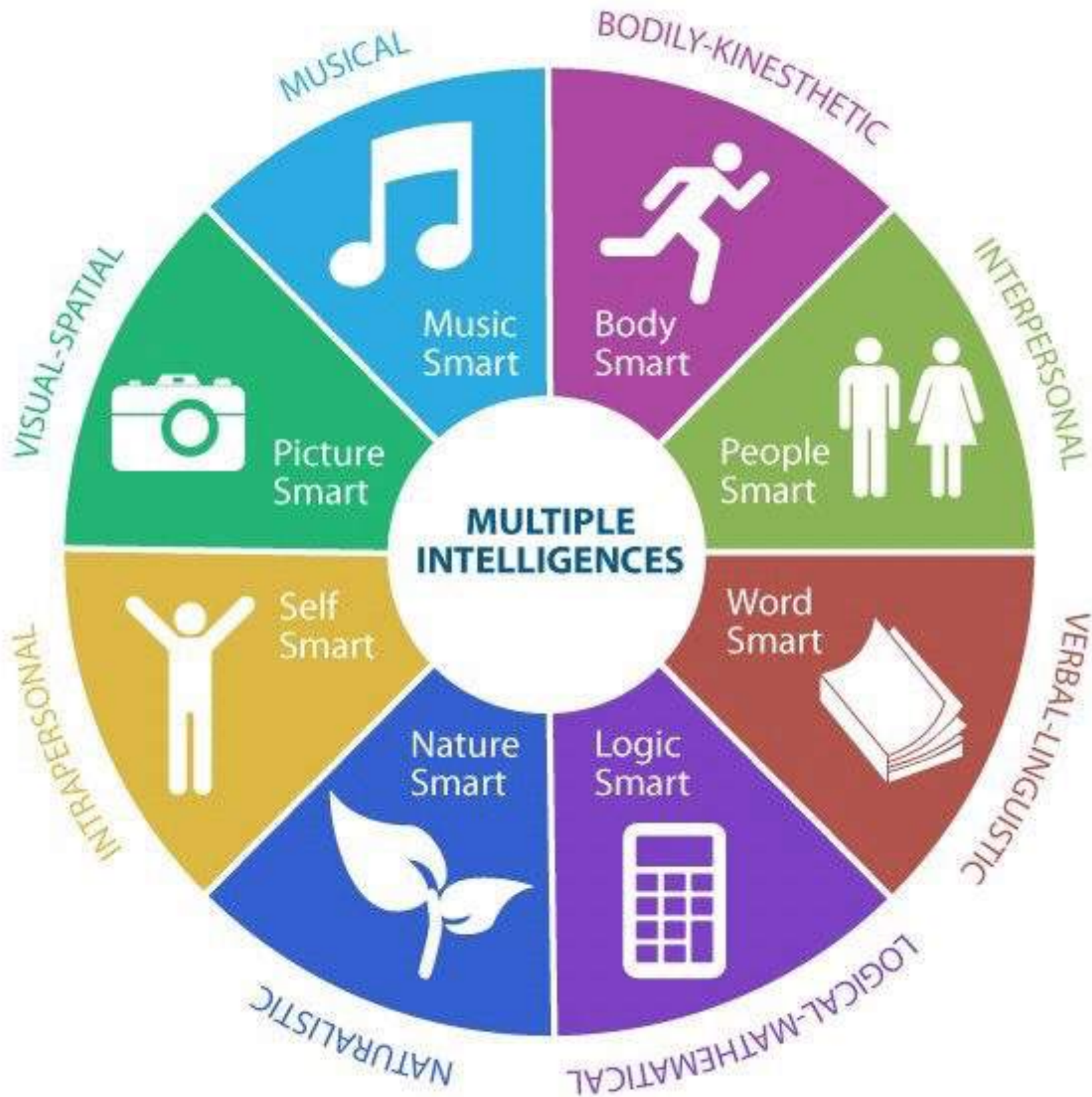
THE LEARNING PYRAMID

KNOWLEDGE RETENTION RATES

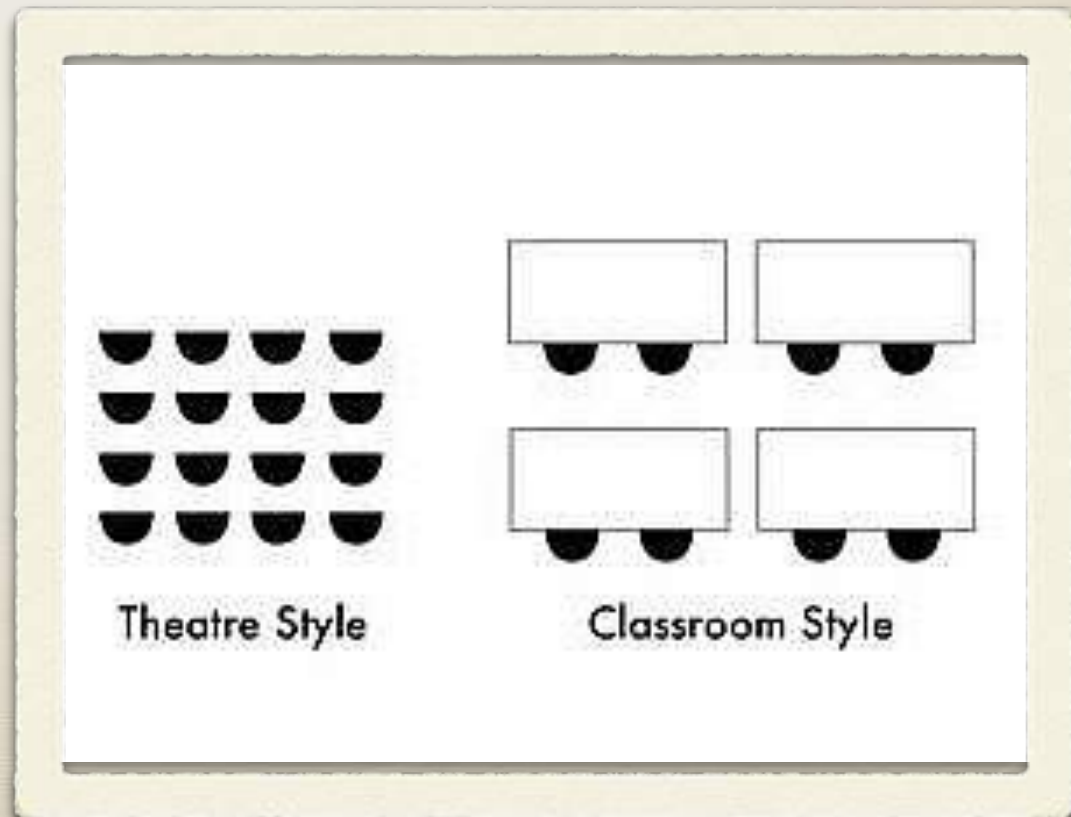
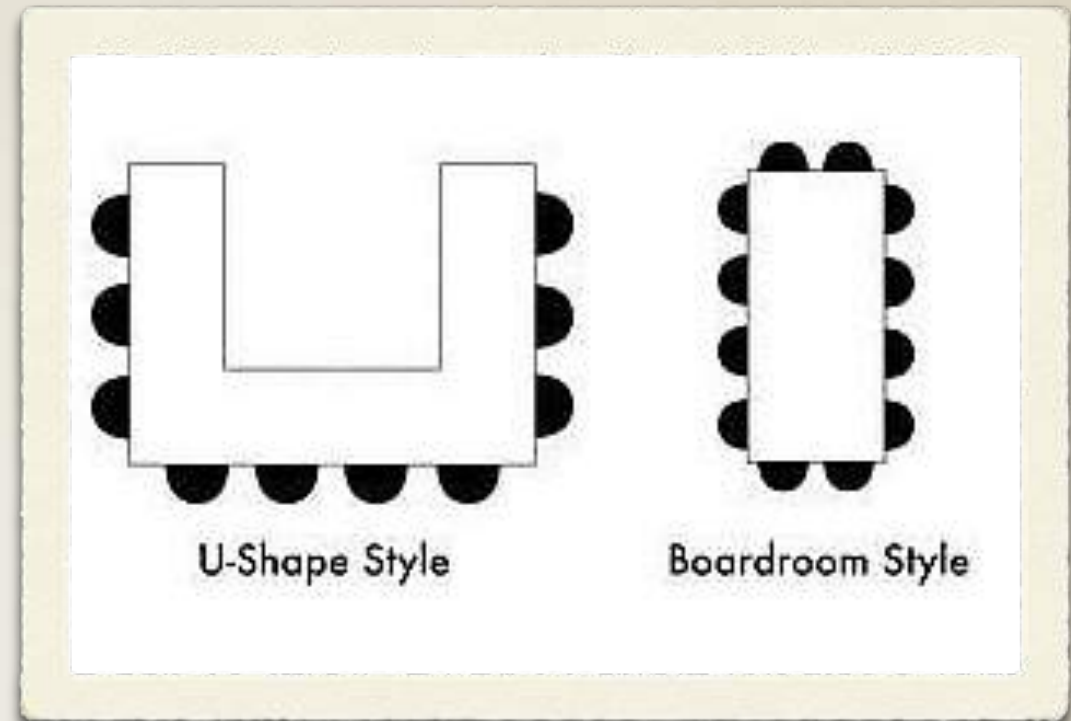
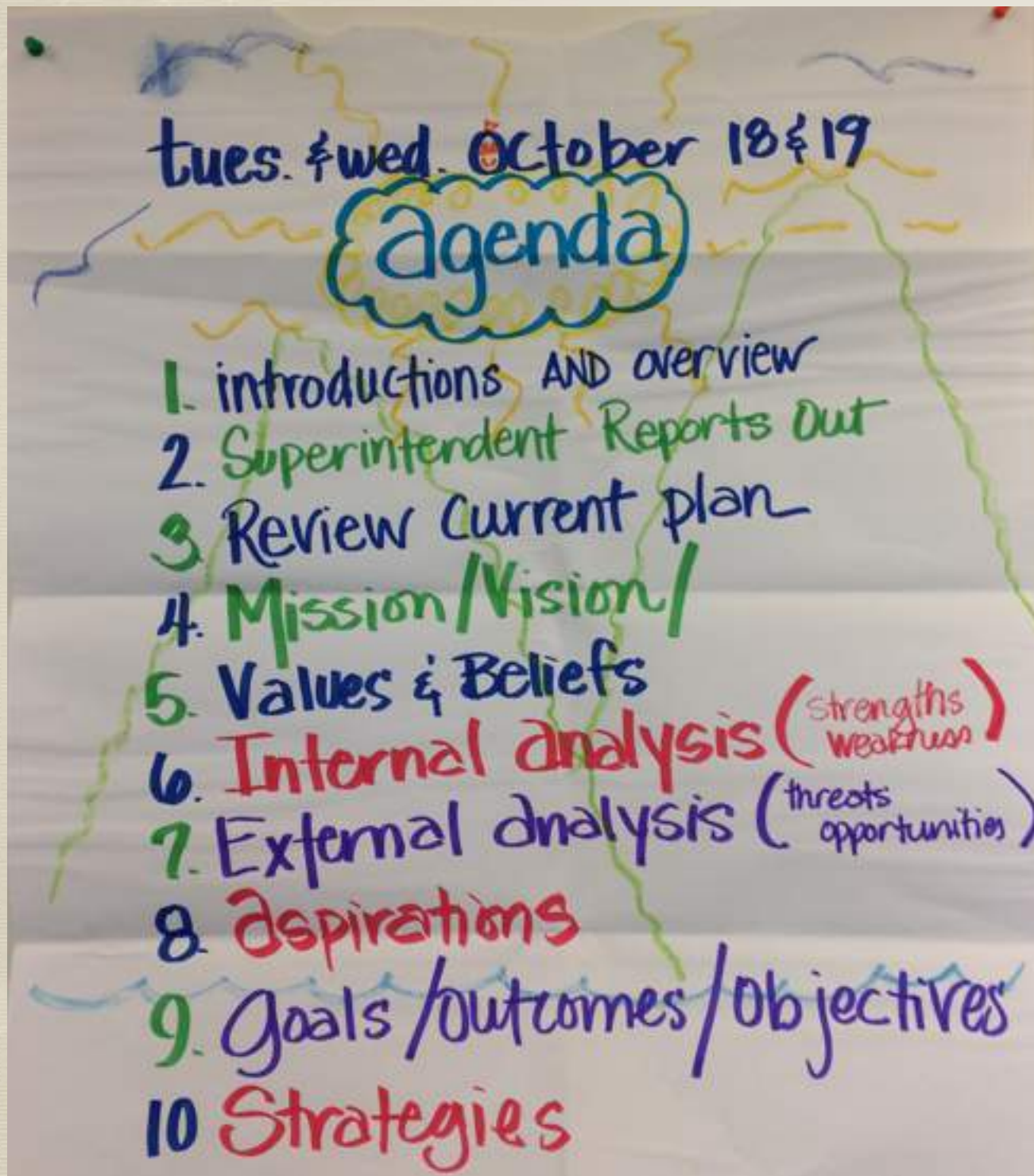


Adapted from National Training Laboratories, Maine





Setting the Stage!



Workshop Title: Engaging Adult Learners; Tips for making it "fun"ominal

Audience: Trainers for State Associations

Time Frame: 75 Minutes (REPEAT a 2nd time in afternoon)

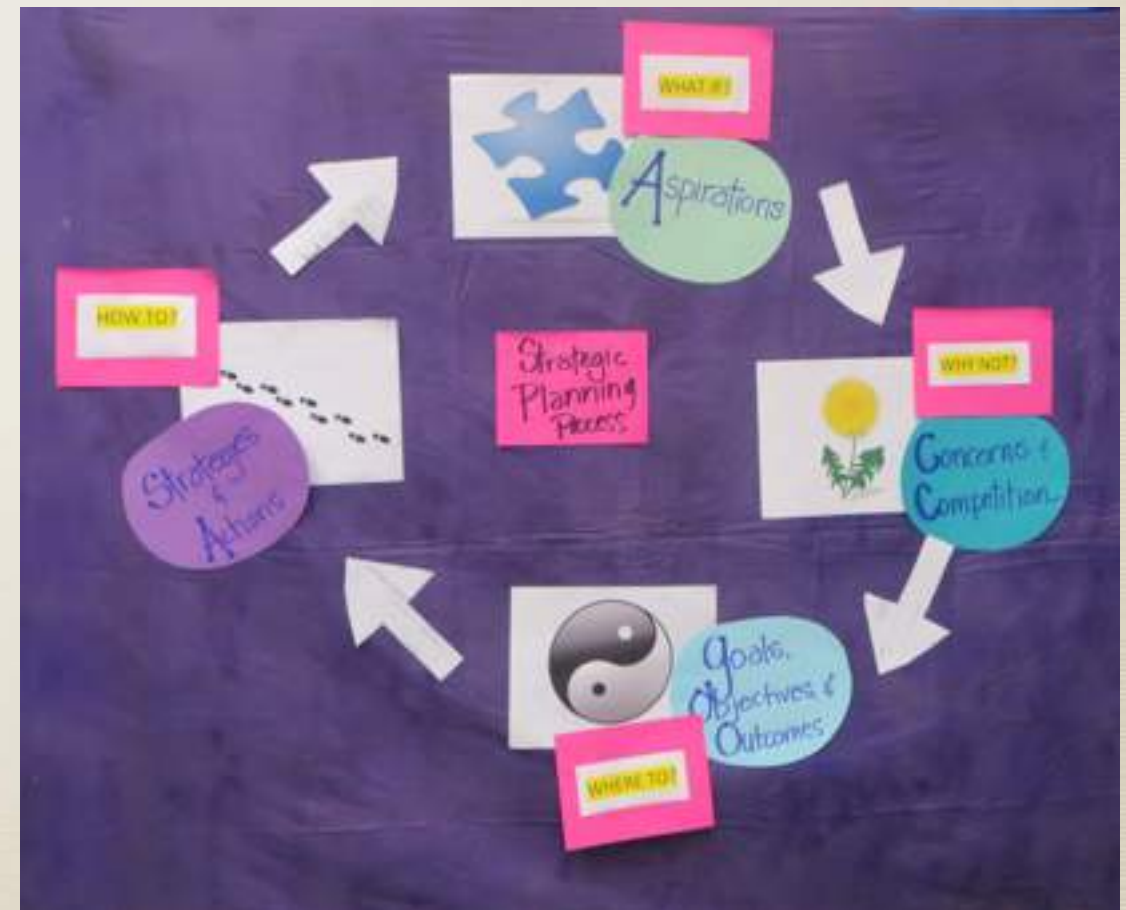
Objectives/ Outcome

Developed with Board Chair

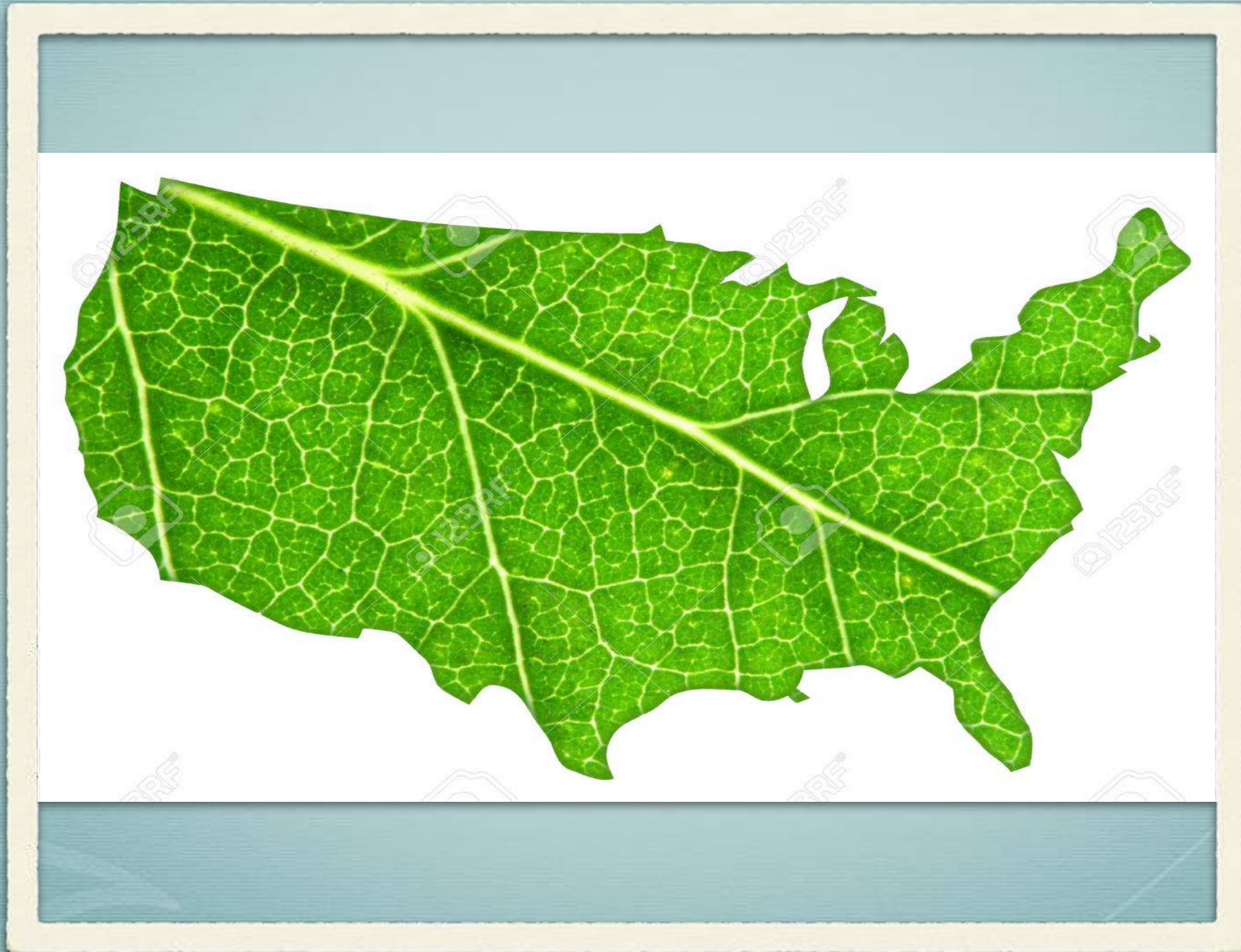
DO	SAY	RESOURCES	TIME
Set tables with items	Why they are there Explain why things are on table	<ul style="list-style-type: none">• Table clothes• Markers• Coloring book pages• Play dough• Pipe cleaners• ½ sheets• <u>markers</u>	5 Min
Explain AK	Get it out of the way; photo's will show some of our beautiful state		3 min
What makes a good training	We are the worst students; as trainers I am so judgmental of workshops. I better learn something or I am a mess	½ sheets <u>chart paper</u> <u>ask for someone</u> to capture and put on wall	5 min
What are you doing now	One tech I use is to have individuals think on their own for 2-3 minutes, then pair and share on ½ sheets	Put on post it notes then on wall!	15 min

Building a Learning Community

- renew the room
- sixty second connections
- mix up seats
- take the pulse
- ask for feedback



Activity !



Learning is NOT easy

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4 seasons

12 months

52 weeks

7 days a week

24 hours a day

60 seconds in a minute

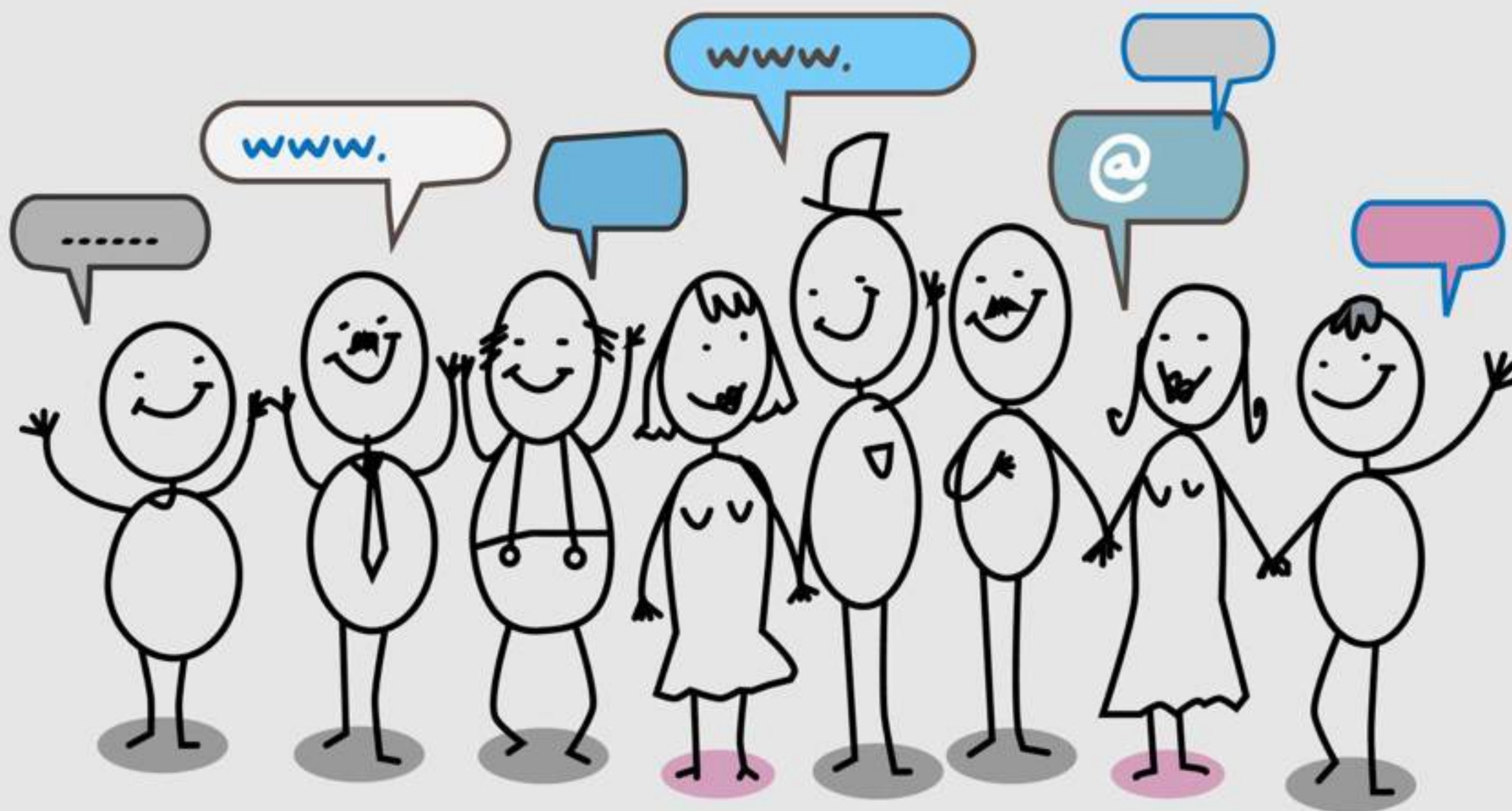
60 minutes in a hour

31, 30, or 28 days a month

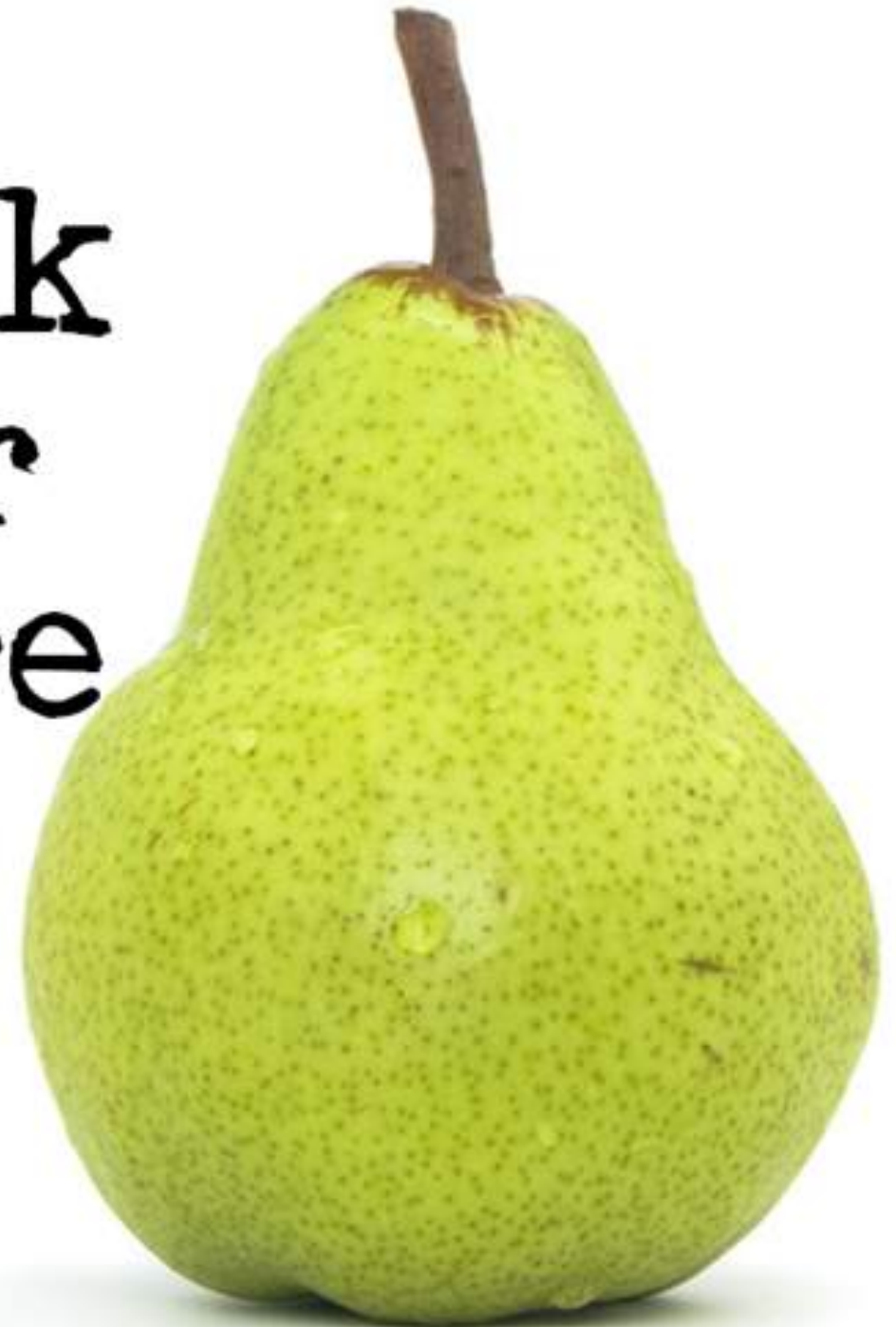
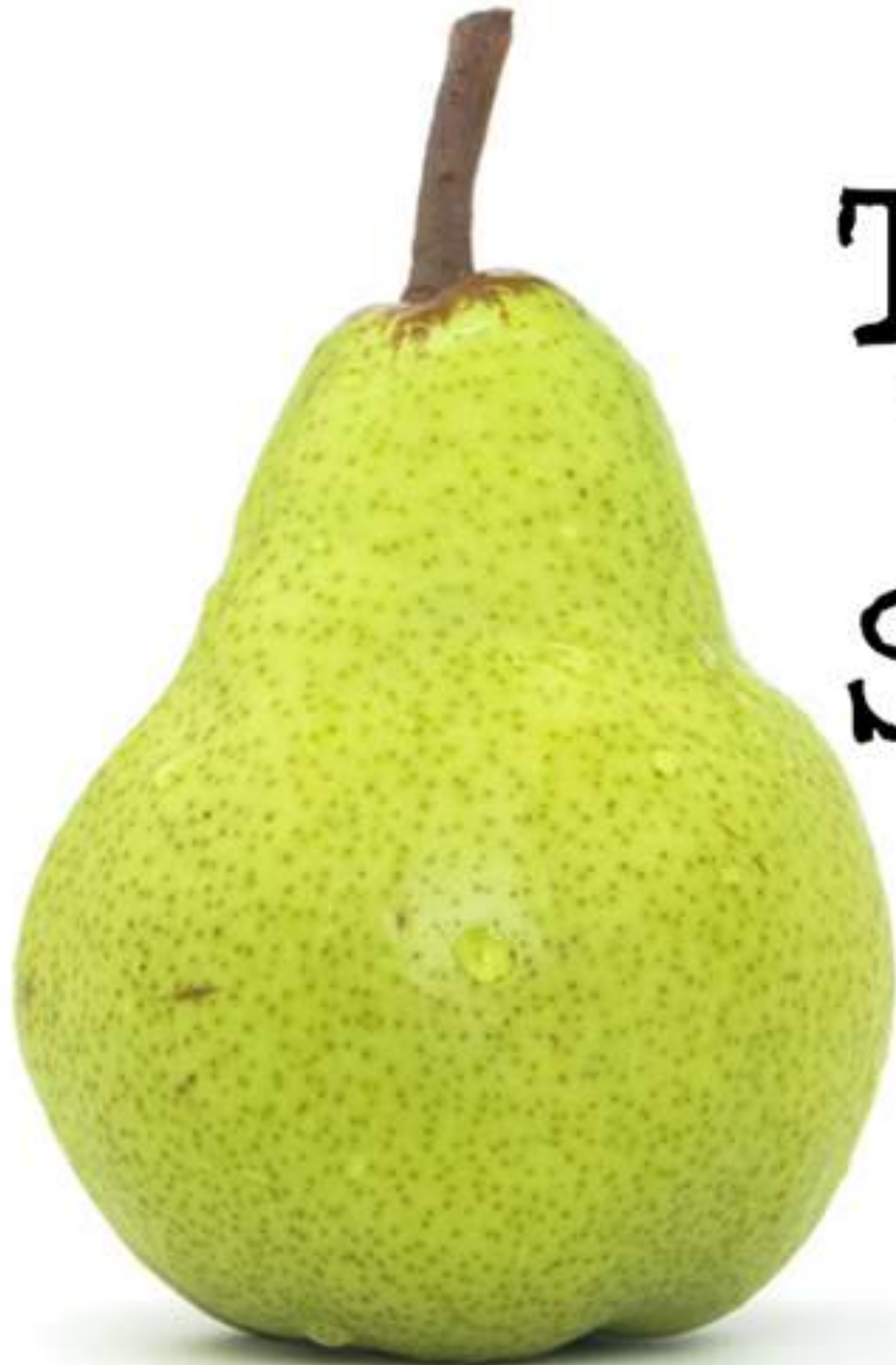
Who is doing the talking?



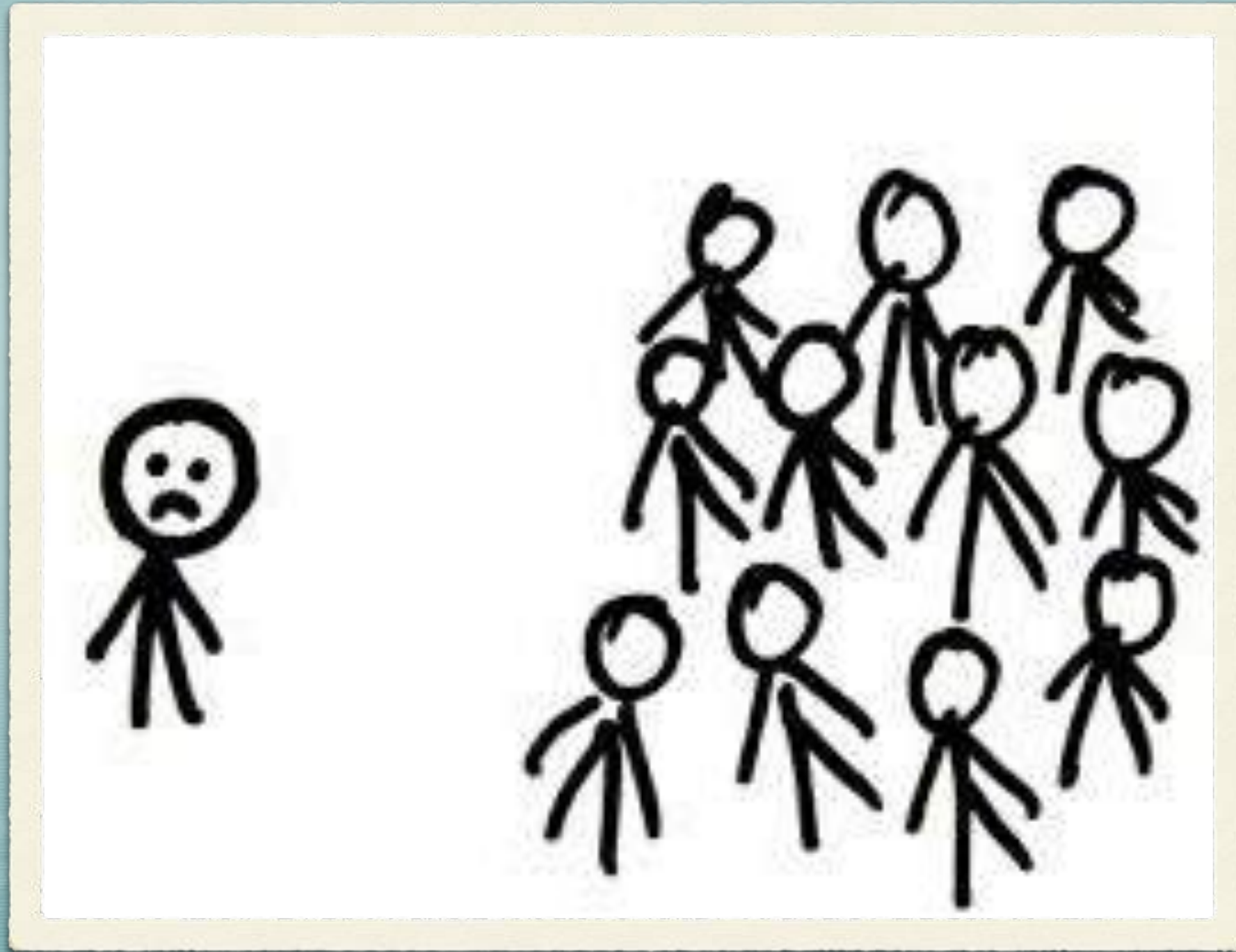
Tips to get adults talking



Think
Pair
Share



Taking the pulse of the group and other signals for trainer



TIME 😊
FOR A
BREAK

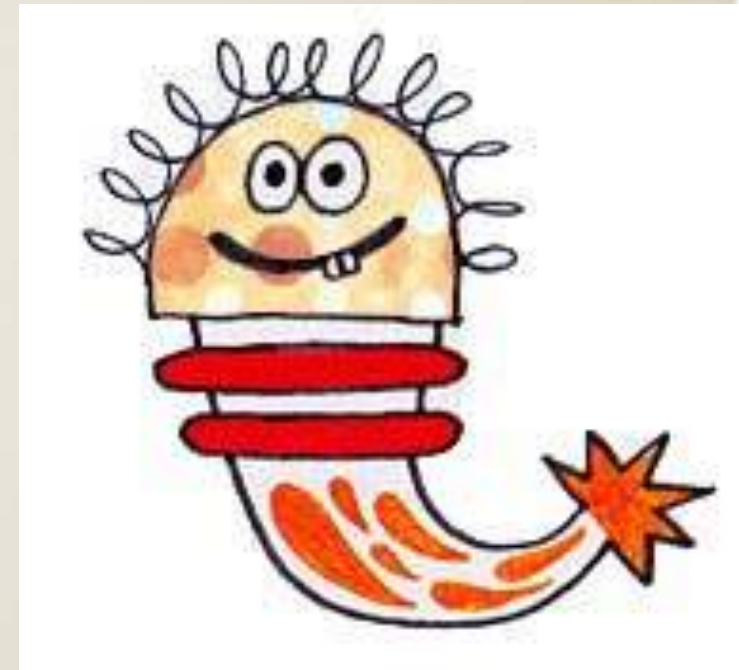
Send them off with a task!

10 concepts and strategies to remember!



- * Engage learners in the learning process
- * Decrease time YOU spend talking
- * Hand over much of the direct instruction to the learners
- * Use current brain research about human learning
- * Shift the training focus from you to your learners

- * Observe increased learner-retention
- * Design training more quickly and effectively using 4C's
- * Deliver training in a variety of ways
- * Increase your own energy and enthusiasm
- * Teach others what you have learned



from: *Training from the BACK of the Room*, Sharon Bowman
(Pfeiffer publication)

Next Action Steps

“ Ideas are easy,
implementation is hard.”

- Guy Kawasaki

**What are 2 new
ideas you are
going to
implement
immediately?**

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2nd Edition

Telling *Ain't* Training

Updated | Expanded | Enhanced

Why training fails | What makes training successful |
How you and your learners can achieve astonishing results



Harold D. Stolovitch and Erica J. Keeps

With contributions from Marc J. Rosenberg



Training from the **BACK** of the Room!



65 WAYS TO
STEP ASIDE AND
LET THEM LEARN



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THE TEN- MINUTE TRAINER



150 WAYS TO
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Foreword by Dave Meyer

