Engaging Adult Learners: Tips on Making Your Trainings "Fun"omenal

Timi C Tullis
Director of Board Development and Field Services
Association of Alaska School Boards

fun 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?
THE LEARNING PYRAMID

KNOWLEDGE RETENTION RATES

Passive Teaching Methods
- Lecture: 5%
- Reading: 10%
- Audio/Visual: 20%
- Demonstration: 30%
- Discussion Group: 50%
- Practice by Doing: 75%
- Teach Others: 90%

Participatory Teaching Methods

Adapted from National Training Laboratories, Maine
MULTIPLE INTELLIGENCES

- Musical
  - Music Smart
- Bodily-Kinesthetic
  - Body Smart
- Visual-Spatial
  - Picture Smart
- Interpersonal
  - People Smart
- Naturalistic
  - Nature Smart
- Logical-Mathematical
  - Logic Smart
- Verbal-Linguistic
  - Word Smart
Setting the Stage!

**Agenda**

1. Introductions AND overview
2. Superintendent Reports Out
3. Review Current Plan
4. Mission/Vision/
5. Values & Beliefs
6. Internal Analysis (Strengths WEAKNESS)
7. External Analysis (THREATS OPPORTUNITIES)
8. Aspirations
9. Goals/Outcomes/Objectives
10. Strategies

**Seating Arrangements**

- U-Shape Style
- Boardroom Style
- Theatre Style
- Classroom Style
<table>
<thead>
<tr>
<th>DO</th>
<th>SAY</th>
<th>RESOURCES</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Set tables with</td>
<td>Why they are there</td>
<td>• Table clothes</td>
<td>5 Min</td>
</tr>
<tr>
<td>items</td>
<td>Explain why things are on table</td>
<td>• Markers</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Coloring book pages</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Play dough</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Pipe cleaners</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• ½ sheets</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• markers</td>
<td></td>
</tr>
<tr>
<td>Explain AK</td>
<td>Get it out of the way; photo’s will show some of our beautiful state</td>
<td></td>
<td>3 min</td>
</tr>
<tr>
<td>What makes a good training</td>
<td>We are the worst students; as trainers I am so judgmental of workshops. I better learn something or I am a mess</td>
<td>½ sheets chart paper ask for someone to capture and put on wall</td>
<td>5 min</td>
</tr>
<tr>
<td>What are you doing now</td>
<td>One tech I use is to have individuals think on their own for 2-3 minutes, then pair and share on ½ sheets</td>
<td>Put on post it notes then on wall!</td>
<td>15 min</td>
</tr>
</tbody>
</table>
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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Study hard!!

😊
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
Taking the pulse of the group and other signals for trainer
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?

Timi C Tullis
Association of Alaska School Board
ttullis@aasb.org
907-463-1660