



OFA TRAINING

**Welcome to today's webinar.
We will begin shortly.**

**For audio, please make sure
to also join the call.**

DIAL-IN HERE

LOGISTICS



We will meet for 75 minutes



This is an **interactive training**.
Please press 1 on your phone, or
use the chat!



A recording of this video and
call will be available on the
Bookshelf



It's cool if you Tweet --
#OFAFellows



ADULT LEARNING THEORY

W/ ASHLEY PINEDO

This work is licensed under the Creative Commons Attribution-NonCommercial 4.0 International License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-nc/4.0/> or send a letter to Creative Commons, PO Box 1866, Mountain View, CA 94042, USA.





CLASS REVIEW

YOUR ROLE AS A TRAINING MANAGER





What are three types of performance problems Training Managers are likely to encounter at an organization? How can you help solve the problem?



Press 1 on the phone

OR



Type in chat box



Types of Performance Problems

CONDITIONS PROBLEM

ATTITUDE PROBLEM

TRAINING PROBLEM

- There is a pattern of team members lacking specific skills to meet goals
- Team members were trained on problem previously, but problem persists
- Preventive solution



ADULT LEARNING THEORY

W/ ASHLEY PINEDO

This work is licensed under the Creative Commons Attribution-NonCommercial 4.0 International License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-nc/4.0/> or send a letter to Creative Commons, PO Box 1866, Mountain View, CA 94042, USA.



GOALS FOR TODAY

- 1** **Understand** the key traits of effective training, and the scientific principles behind them
- 2** **Be able to** design learning objectives and key takeaways
- 3** **Feel confident** following adult learning theory to conceptualize your training



AGENDA FOR TODAY



- 1. Principles of Adult Learning Theory**
2. Designing Learning Objectives
3. Designing Key Takeaways
4. Debrief and Close





Your Turn!



5 MINUTES



With a partner, share your worst and best training experience. Specify what made the experience bad or good.





Your Turn!



DEBRIEF



Press 1 on the phone

OR



Type in chat box



ADULT LEARNING THEORY

Scientific principles that help us design trainings that are engaging, dynamic, and exciting



Different from teaching children.



3 KEY PRINCIPLES OF

ADULT LEARNING THEORY



ADULT LEARNING PRINCIPLES

1

RELEVANT CONTENT

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING



- **Kids must go to school**
- **Adults choose to learn and attend a training**



ADULT LEARNING PRINCIPLES

1 RELEVANT CONTENT

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING

Your training must answer:

What problem will this training enable me (the learner) to solve?



ADULT LEARNING PRINCIPLES

1 RELEVANT CONTENT

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING



What problem will you be able to solve after today's training?



Press 1 on the phone

OR



Type in chat box



ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

2

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING



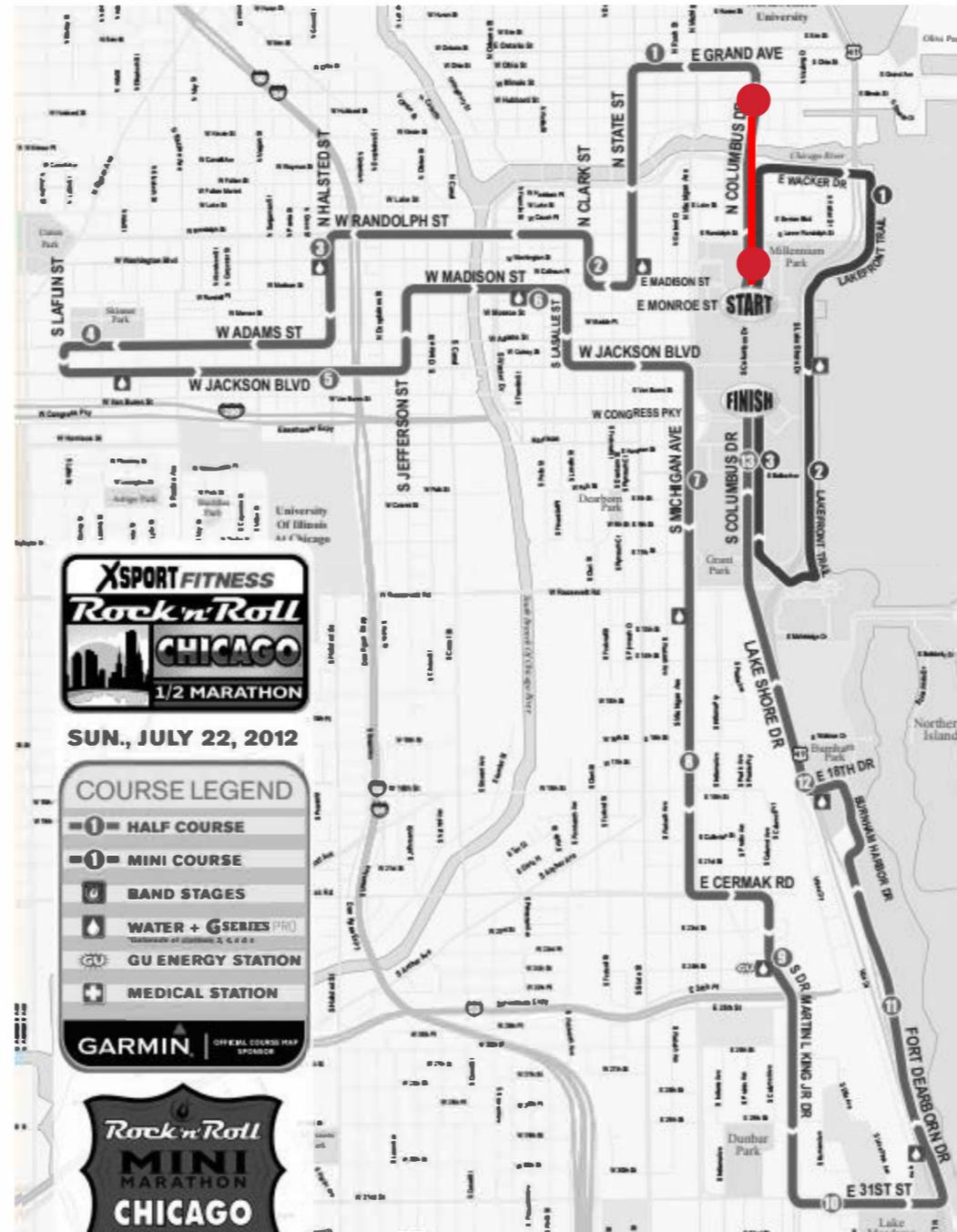
ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

2

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING



ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

2

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING

Acknowledge what your trainees know, their experiences, and take them to the next level one step at a time.



ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

2 INCREMENTAL LEARNING

EXPERIENTIAL LEARNING



Let's take a look at this agenda. How is this agenda incremental?

DOWNLOAD AGENDA



Press 1 on the phone

OR



Type in chat box



ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3

EXPERIENTIAL LEARNING



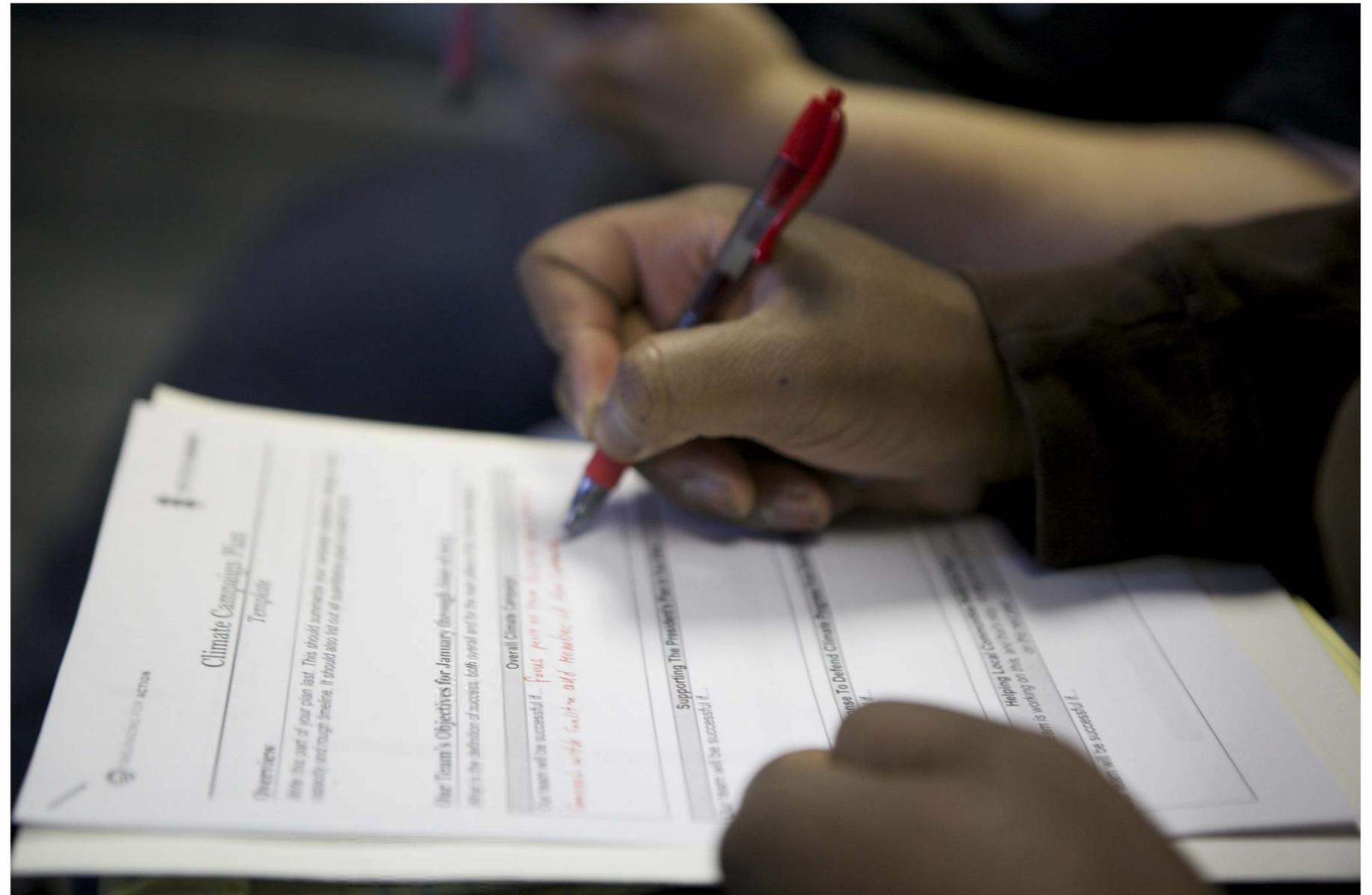
ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3

EXPERIENTIAL LEARNING



ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3

EXPERIENTIAL LEARNING



ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3 EXPERIENTIAL LEARNING



Why do trainers get rid of experiential activities?



Press 1 on the phone

OR



Type in chat box





ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3 EXPERIENTIAL LEARNING

THE 20/60/20 RULE

20%
UP-FRONT

60% EXPERIENTIAL

20%
DEBRIEF

LEARNING HAPPENS HERE

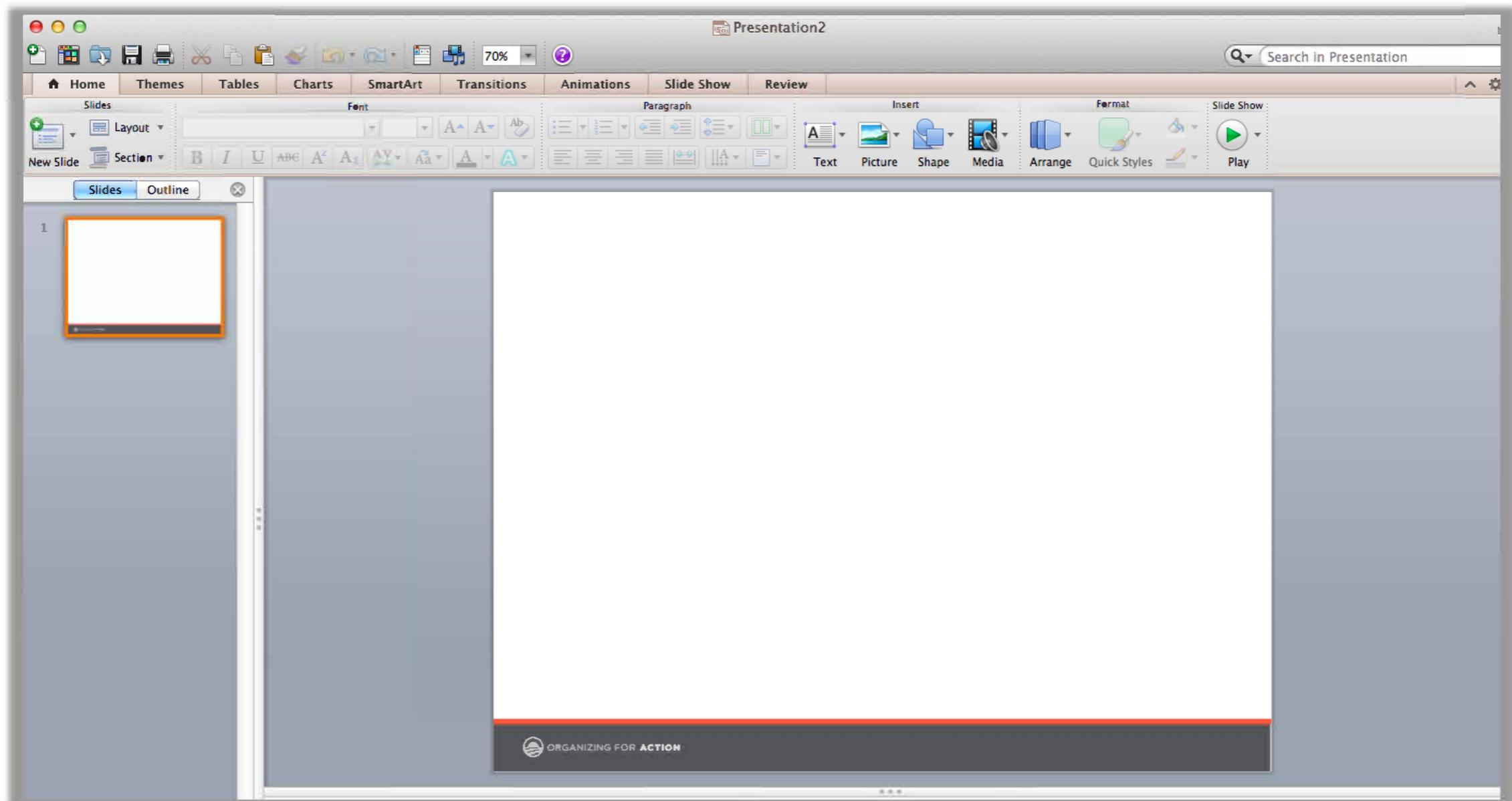


AGENDA FOR TODAY



1. Principles of Adult Learning Theory
- 2. Designing Learning Objectives**
3. Designing Key Takeaways
4. Debrief and Close





WHO HAS STARTED A TRAINING OR PRESENTATION BY OPENING POWERPOINT FIRST?

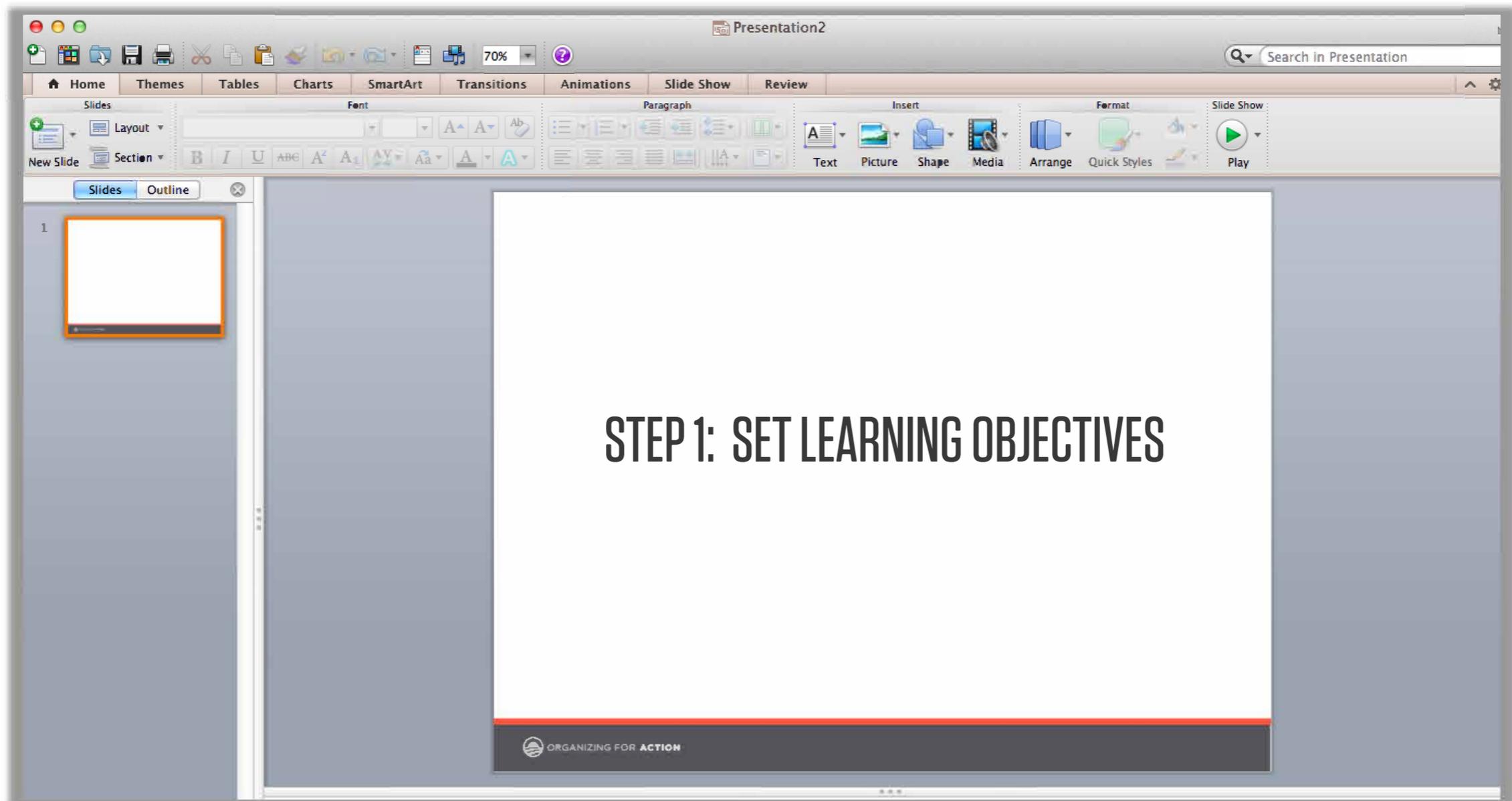


YES, I HAVE



NO, I HAVE NOT





3

LEARNING OBJECTIVES



LEARNING OBJECTIVES (KSA)

KNOWLEDGE

SKILLS

ATTITUDE

WHAT INFORMATION WILL YOUR LEARNERS **KNOW** AT THE END OF THE TRAINING?



LEARNING OBJECTIVES (KSA)

KNOWLEDGE

SKILLS

ATTITUDE

WHAT WILL YOUR LEARNERS KNOW HOW TO DO, OR **BE ABLE TO DO**
AT THE END OF YOUR TRAINING?



LEARNING OBJECTIVES (KSA)

KNOWLEDGE

SKILLS

ATTITUDE

WHAT DO YOU WANT YOUR LEARNERS TO **FEEL** AFTER YOUR TRAINING?



TRAINING TOPIC: SHARING YOUR PERSONAL STORY

Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story



TRAINING TOPIC: THE HARD ASK

GOALS FOR TODAY

- 1 Learn** best practices for recruiting new volunteers
- 2 Be able to use** a Hard Ask to recruit volunteers
- 3 Feel confident** approaching volunteer recruitment for your upcoming events





Your Turn!



Experiential Activity #1
10 Minutes

1

Working with a partner, choose a training topic – it can be as silly as you want.

2

Set learning objectives for your training -- KSA

[ACCESS WORKBOOK](#)





Your Turn!



Experiential Activity #1

DEBRIEF



Press 1 on the phone

OR



Type in chat box



What questions do you have?

This work is licensed under the Creative Commons Attribution-NonCommercial 4.0 International License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-nc/4.0/> or send a letter to Creative Commons, PO Box 1866, Mountain View, CA 94042, USA.



AGENDA FOR TODAY



1. Principles of Adult Learning Theory
2. Designing Learning Objectives
- 3. Designing Key Takeaways**
4. Debrief and Close



Why do we use

KEY TAKEAWAYS

?



Think of your goals as

QUESTIONS



Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story

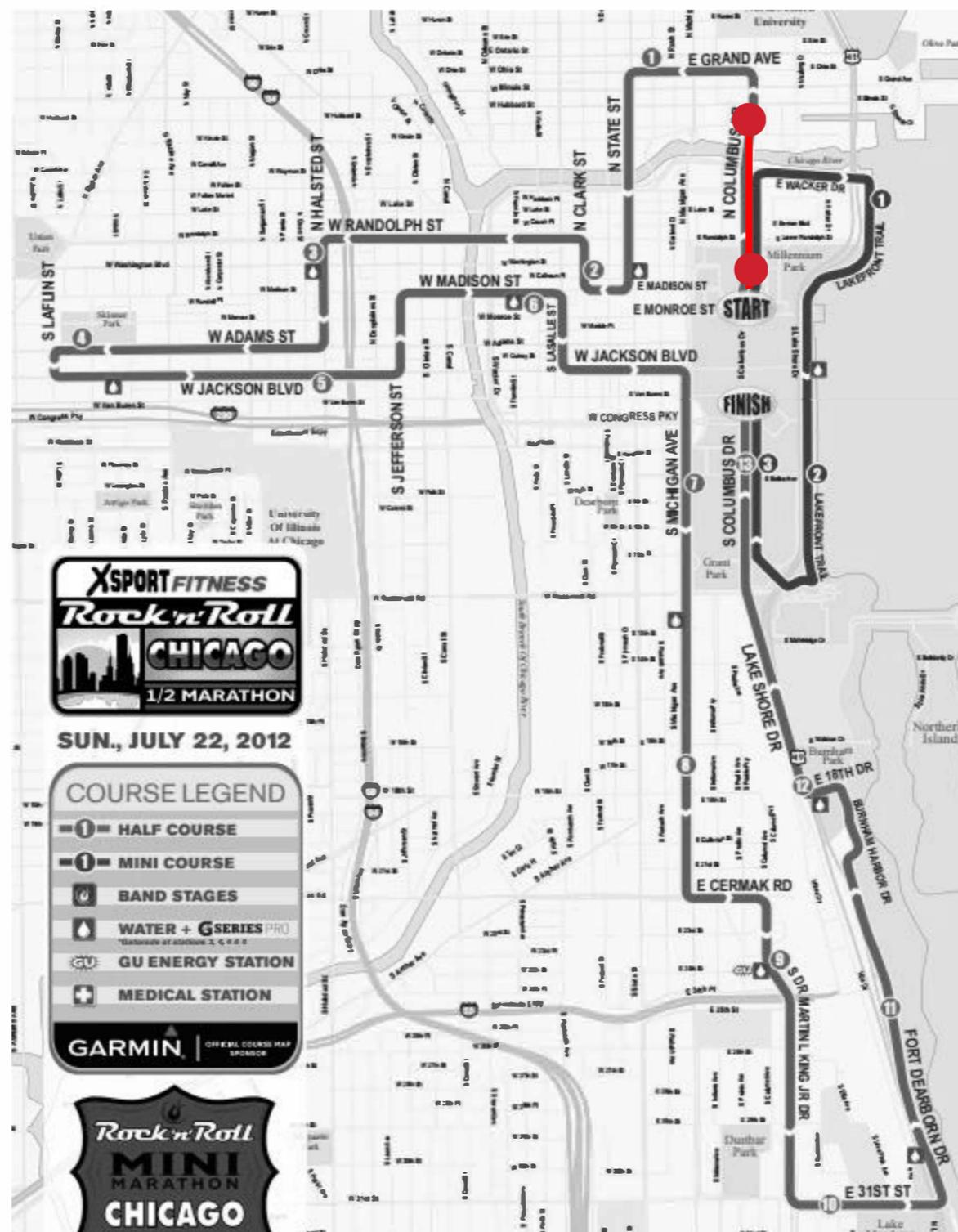


KEY TAKEAWAYS

ARE THE ANSWERS TO THOSE QUESTIONS



● GOAL
● OUTCOME

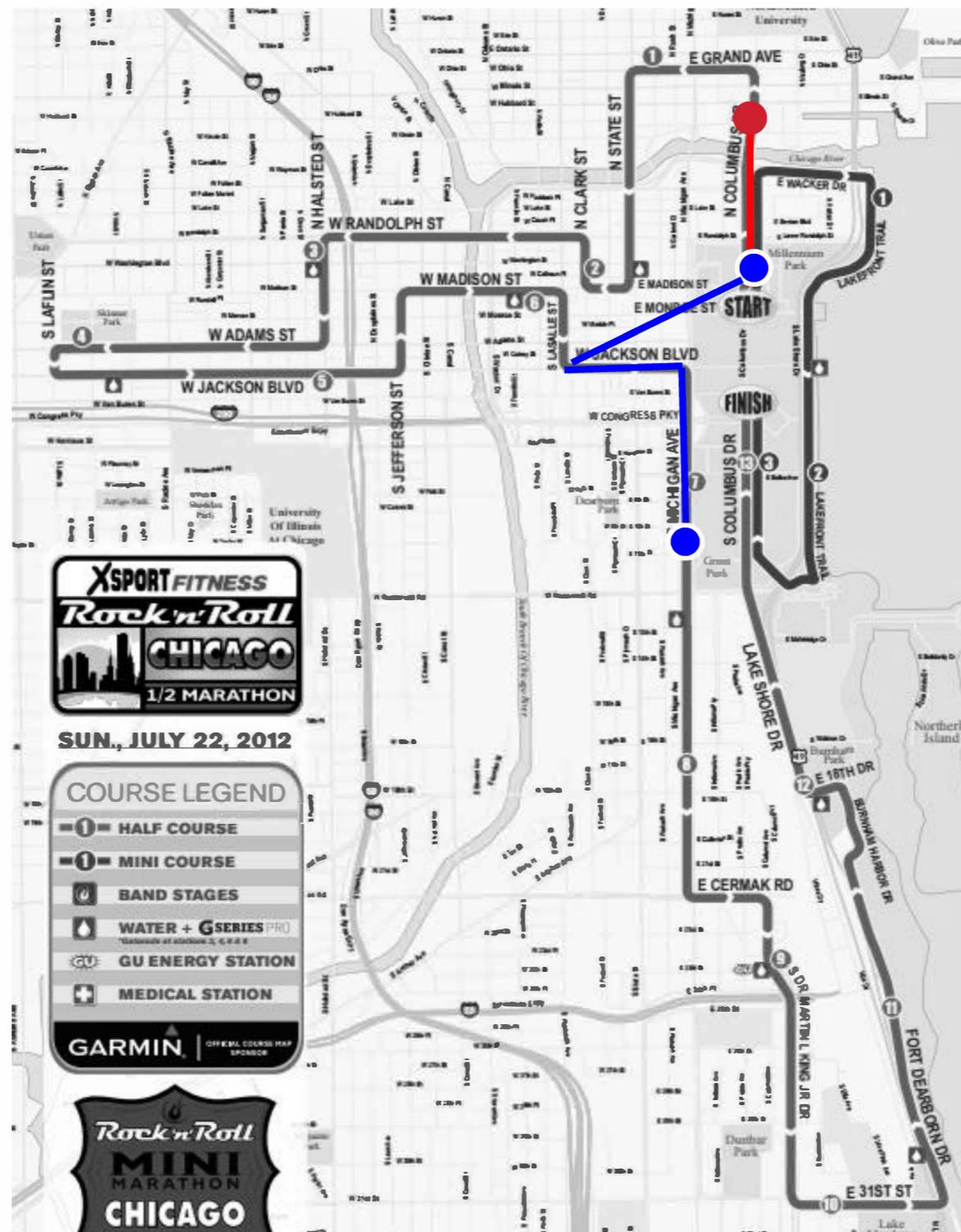


This work is licensed under the Creative Commons Attribution-NonCommercial 4.0 International License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-nc/4.0/> or send a letter to Creative Commons, PO Box 1866, Mountain View, CA 94042, USA.



● GOAL

● OUTCOME



This work is licensed under the Creative Commons Attribution-NonCommercial 4.0 International License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-nc/4.0/> or send a letter to Creative Commons, PO Box 1866, Mountain View, CA 94042, USA.



TRAINING TOPIC: SHARING YOUR PERSONAL STORY

Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story

1. Human beings are more likely to trust you and hence build a relationship with you through story telling



TRAINING TOPIC: SHARING YOUR PERSONAL STORY

Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story

**2. CHALLENGE + CHOICE +
OUTCOME + ASK =
Personal Story**



TRAINING TOPIC: SHARING YOUR PERSONAL STORY

Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story

3. You now have all the tools you need to share your story! You are ready!



What questions do you have?

This work is licensed under the Creative Commons Attribution-NonCommercial 4.0 International License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-nc/4.0/> or send a letter to Creative Commons, PO Box 1866, Mountain View, CA 94042, USA.





Your Turn!



Experiential Activity #1
10 Minutes

1

Continue working on the training topic you began on Experiential Activity #1

2

Given your goal, determine your key takeaways

[ACCESS WORKBOOK](#)





Your Turn!



Experiential Activity #1

DEBRIEF



Press 1 on the phone

OR



Type in chat box



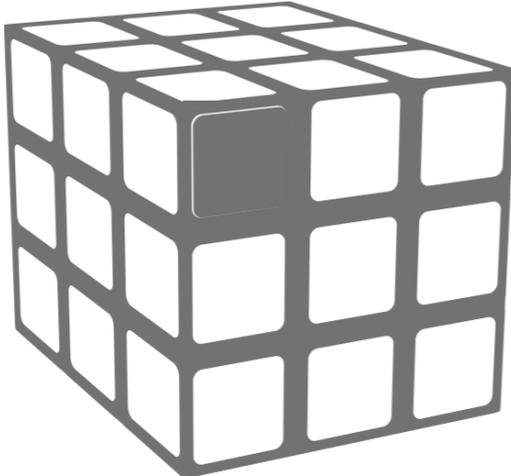
AGENDA FOR TODAY



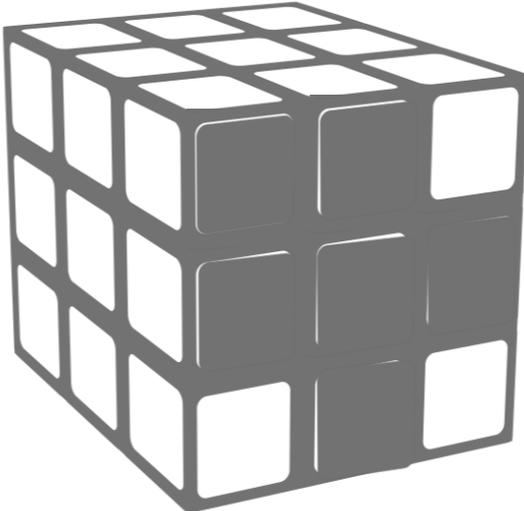
1. Principles of Adult Learning Theory
2. Designing Learning Objectives
3. Designing Key Takeaways
- 4. Debrief and Close**



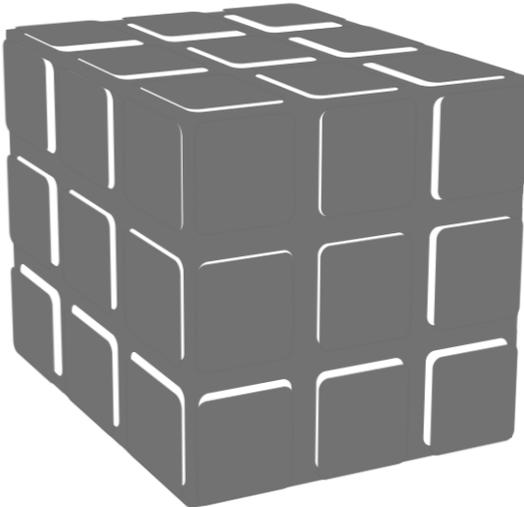
LEARNING OBJECTIVES AT SCALE



Training Module



Learning Journey



Training Program



GOALS FOR TODAY

- 1** **Understand** the key traits of effective training, and the scientific principles behind them
- 2** **Be able to** design learning objectives and key takeaways
- 3** **Feel confident** following adult learning theory to conceptualize your training



KEY TAKEAWAYS

Understand the key traits of effective training, and the scientific principles behind them

Adults will learn best when training is relevant, experienced based, incremental

Be able to design learning objectives and key takeaways

Your goals should lay out knowledge, skills, and attitude you want your learners to have, and key takeaways are the answer to the questions raised by your KSAs

Feel confident following adult learning theory to conceptualize your training

If you follow these principles, your training will work



What questions do you have?

This work is licensed under the Creative Commons Attribution-NonCommercial 4.0 International License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-nc/4.0/> or send a letter to Creative Commons, PO Box 1866, Mountain View, CA 94042, USA.



MONDAY

7:30 PM CT

Designing Experiential Activities

W/ CHELSEY WININGER

This work is licensed under the Creative Commons Attribution-NonCommercial 4.0 International License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-nc/4.0/> or send a letter to Creative Commons, PO Box 1866, Mountain View, CA 94042, USA.





OFA TRAINING

**Thank you for joining today's
webinar.**

**Find the materials we covered,
including a video and audio
recording of the webinar on the
bookshelf.**

SEE BOOKSHELF