



OFA TRAINING

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

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

DIAL-IN HERE

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LOGISTICS



We will meet for 75 minutes



This is an **interactive training**.
You will work in pairs today.



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



It's cool if you Tweet --
#OFAFellows



DESIGNING A LEARNING JOURNEY

W/ AQUILES DAMIRON-ALCANTARA







CLASS REVIEW

PACKAGING TRAINING MATERIALS





What are the key training materials that give life to your training module?



Press 1 on the phone

OR



Type in chat box





DESIGNING A LEARNING JOURNEY

W/ AQUILES DAMIRON-ALCANTARA



GOALS FOR TODAY



Understand why learning is better when topics are presented in chunks



Know how to design an agenda that follows an effective learning journey



Feel comfortable focusing your training one chunk at a time

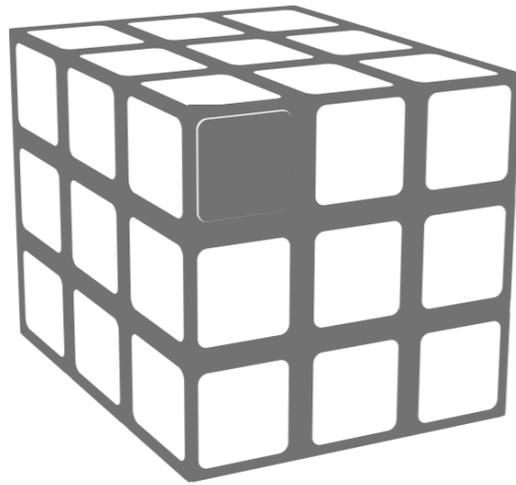


AGENDA FOR TODAY

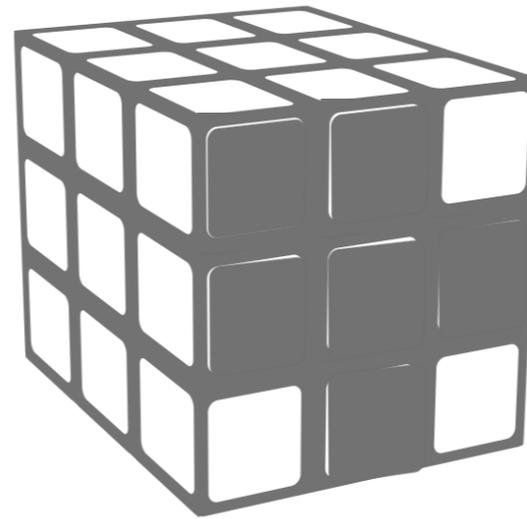


- 1. What's a Learning Journey**
2. Segmenting the Learning Journey
3. Designing an Agenda
4. Beyond Training Day
5. Debrief and Close

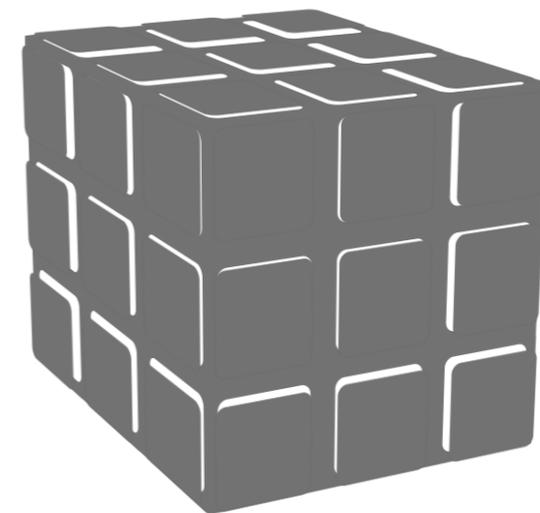




Training Module

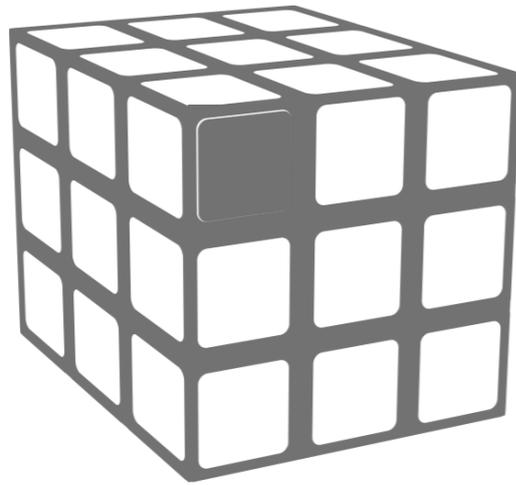


Learning Journey

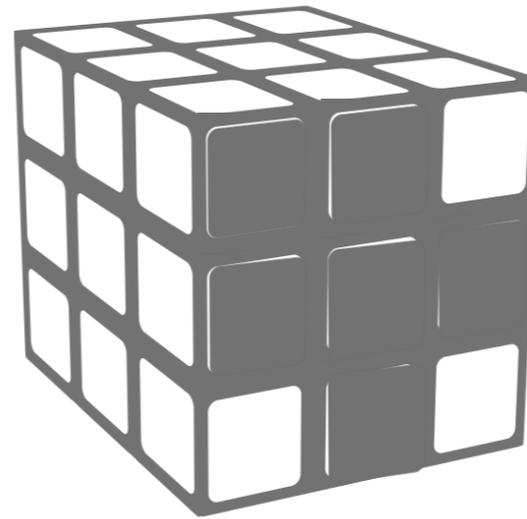


Training Program

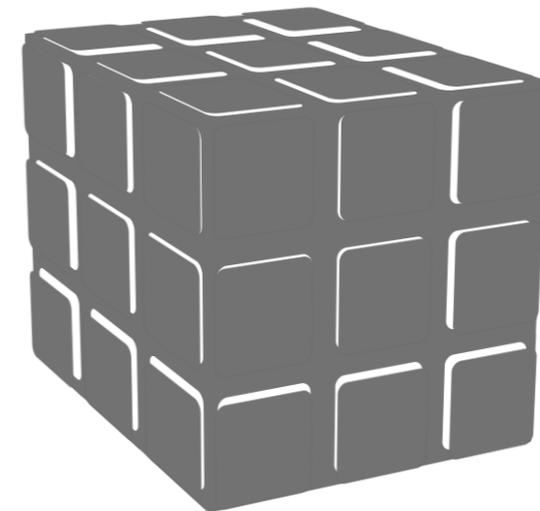




Training Module



Learning Journey



Training Program



POINT A

POINT B

POINT C



LET'S WATCH A VIDEO





Press 1 on the phone

OR



Type in chat box



POINT A

POINT B

POINT C



LEARNING JOURNEY



LEARNING JOURNEY



START: Baby



OUTCOME: Olympic athlete



LEARNING JOURNEY



START: Baby



Beginners classes



Minor league competition



Intermediate classes



Intermediate league competition



Olympic training



Olympic Committee competition



OUTCOME: Olympic athlete



LEARNING JOURNEY



START: Professionals with organizing experience



OUTCOME: Professional organizers w/ skills to become training managers



LEARNING JOURNEY



START: Professionals with organizing experience



Your Role as a Training Manager



Adult Learning Theory



Designing Experiential Activities



Writing Up-Fronts and Debriefs



Packaging Training Materials



Designing s Learning Journey



OUTCOME: Professional organizers w/ skills to become training managers



POINT A

POINT B

POINT C



AGENDA FOR TODAY



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SEGMENTING YOUR LEARNING JOURNEY

1

Determine your START and your OUTCOME



SEGMENTING YOUR LEARNING JOURNEY

1

Determine your START and your OUTCOME

**What tool can you use to determine
your START?**



Press 1 on the phone

OR



Type in chat box



LEARNING JOURNEY



START: Baby



OUTCOME: Olympic athlete



SEGMENTING YOUR LEARNING JOURNEY

1

Determine your START and your OUTCOME

2

Knowing that outcome, determine your learning objectives for the journey



SEGMENTING YOUR LEARNING JOURNEY

1

Determine your START and your OUTCOME

2

Knowing that outcome, determine your learning objectives for the journey

3

If every module covers one skill, determine what modules you need in order to take your learner from START to your OUTCOME



LEARNING JOURNEY



START: Baby



Beginners classes



Minor league competition



Intermediate classes



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OUTCOME: Olympic athlete



LEARNING JOURNEY



START: Professionals with organizing experience



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OUTCOME: Professional organizers w/ skills to become training managers





Your Turn!



Experiential Activity #1 10 Minutes

SCENARIO

- You are a training director at an issue advocacy organization
- Your field director is bringing on 100 new Fellows in September
- The Fellows will exclusively help the field staff with volunteer recruitment – that means identifying potential volunteers, meeting them for one-on-one meetings, asking them to volunteer, scheduling them for volunteer actions
- The Fellows are using this as an opportunity to learn new organizing skills. Hence, the program is their first interaction with organizing

YOUR TASK

With your team member, design a learning journey to onboard the Fellows and prepare them to meet their responsibilities

[ACCESS WORKBOOK](#)





Your Turn!



Experiential Activity #2 10 Minutes

Work with another group to share your learning journey. Each team should take about five minutes to review, share, and offer feedback on each other's learning journeys.





Your Turn!



DEBRIEF



Press 1 on the phone

OR



Type in chat box





Learners are more likely to learn and retain new skills when the training content is divided into chunks that follow an effective order – a journey.



AGENDA FOR TODAY



1. What's a Learning Journey
2. Segmenting the Learning Journey
- 3. Designing an Agenda**
4. Beyond Training Day
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Think about the last training you attended.

What did the agenda look like?



Press 1 on the phone

OR



Type in chat box



AGENDA

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DESIGNING AN AGENDA: 5 KEY TRAITS



WELCOME & INTRO

Start your training right!

BREAKS

For every module, one 15-minute break

LUNCH

Very important - 45-60 minutes

DEBRIEF

End of day debrief - 30 minutes

TIME

No more than 480 minutes





Your Turn!



Experiential Activity #3 10 Minutes

The Fellows at your organization will onboard this coming Saturday. Their onboarding training will take place from 9:00 AM to 5:00 PM.

Working with your team of four, build an agenda for the training that reflects the learning journey you designed previously.

[ACCESS WORKBOOK](#)





Your Turn!



DEBRIEF

Present your agenda!



Press 1 on the phone

OR



Type in chat box



AGENDA FOR TODAY



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AGENDA FOR TODAY



1. What's a Learning Journey
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GOALS FOR THIS SESSION

KEY TAKEAWAY

Understand why learning is better when topics are presented in chunks



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Learners need time to retain new skills one chunk at a time.



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KEY TAKEAWAY

Learners need time to retain new skills one chunk at a time.

An effective agenda has one module per skill, and also makes time for breaks, lunch, and other non-content activities



GOALS FOR THIS SESSION

Understand why learning is better when topics are presented in chunks

Know how to design an agenda that follows an effective learning journey

Feel comfortable focusing your training one chunk at a time

KEY TAKEAWAY

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GOALS FOR THIS SESSION	KEY TAKEAWAY
<p>Understand why learning is better when topics are presented in chunks</p>	<p>Learners need time to retain new skills one chunk at a time.</p>
<p>Know how to design an agenda that follows an effective learning journey</p>	<p>An effective agenda has one module per skill, and also makes time for breaks, lunch, and other non-content activities</p>
<p>Feel comfortable focusing your training one chunk at a time</p>	<p>Learning can extend beyond the Training Day or training room. Focus on key chunks and plan to continue the journey afterwards.</p>





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

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