

Training: What works, What we usually do, ...What can be done?

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Basics of Work and Life...

Important,
ideal,
...ing

- Recognize...
 - A triggering situation or issue
- Assess...
 - Risks; accurately
- Recall...
 - Solution/response options
- Apply...
 - Response; based on rationale
- Play!

Shouldn't simulating challenging, re-creating, or playing with those skills be the top priority of training?

The Gold Standard: What can people do, or likely to do better as a direct result of your training?

What matters? What is “learning”? Isn’t training learning?

Performance-based outcomes

Business function improvement

Competency-based development

Annoying buzz phrases? :^

Or....

...what can people do or do better *as a result of your training?*

And, *what happened in your session* to model, test, simulate, challenge, re-create, or play (!) with those skills?

Is it minds-on, where hands-on isn’t feasible?

Is “information” of high value?



Things we usually do to engage learners-

- Ask questions...
 - to who?, often, “read my mind”; ((*answer me now!?*))
- Tell/receive real world examples...
 - Good stories? Whose stories? Listening?
- Put them into “informal discussion groups”...
 - Can you hear the groans? (*critical design warning!...*)
- Give them needed information...
 - Declarative v. Procedural knowledge!; insulting intelligence?*Ö/// yikes!
- Pop quizzes/knowledge checks (anyone remember our old friend the learning pyramid?)
 - Did they “get the information”? Empty responding?



Scary question-

WHAT DO PEOPLE DO IN YOUR TRAINING?

*OK, we had to get to this sometime...look here, _____ and here too



What works... See H. Stolovitch

Four musts that ensure that learners learn and more importantly, “performance” is improved (not “information received”)

- **Readiness** – “what’s in it for me?” “I’m just not ready, interested”
- **Experience** – “speak my language” “Let me speak my language and use it”
- **Autonomy** – “participate, contribute, take over”
- **Action** – “use it (now) or lose it”, “apply-able”

What do you know? What do “we” know?
...hmmm, how shall I find out? I have a plan!

Self-selected and Self-directed

Better Training?...No Problem!

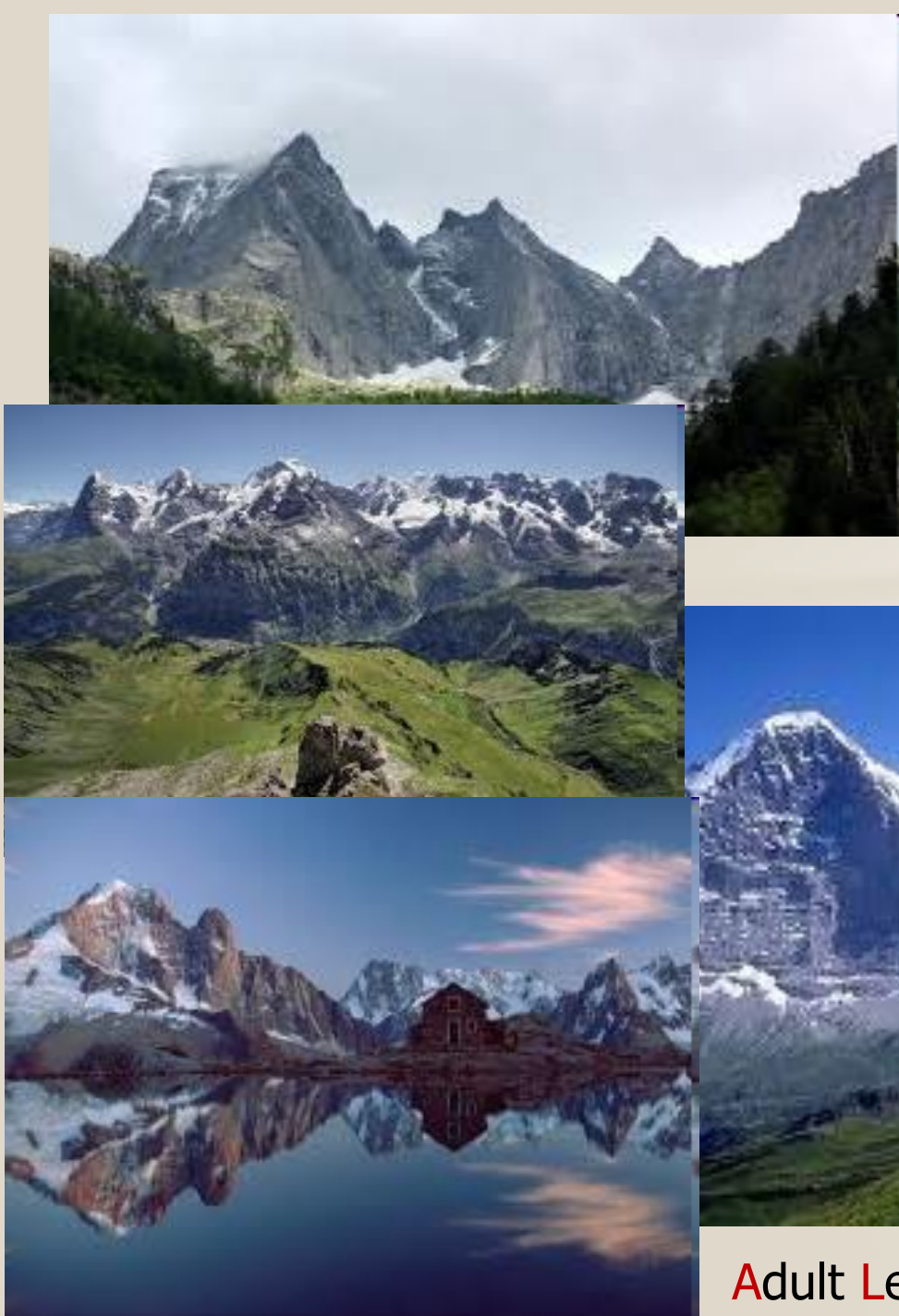
- First, you decide which “mindset” you’d rather work in...

Form-ers /Creators or **Cut-To-The-Chasers**

- Next, you’ll vote for 2 out of 3 challenges (on next slide), to select the specific challenge for your mindset group
- Then we’ll be looking for your best brief written response on index cards
- You and your peers will be reading and reviewing them!
- And assigning critical acclaim to many of them! Write clearly!

.... Let’s begin...

ALPS: different perspectives

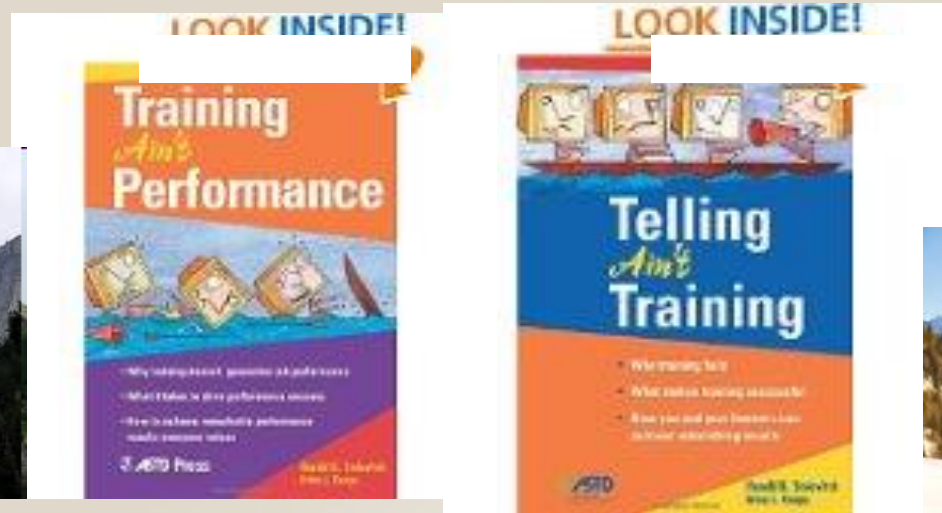


Adult Learning Principles  recognize them?

What makes training memorable, sticky, enjoyable, engaging, effective...?

Got ALPs?

Recognize them?

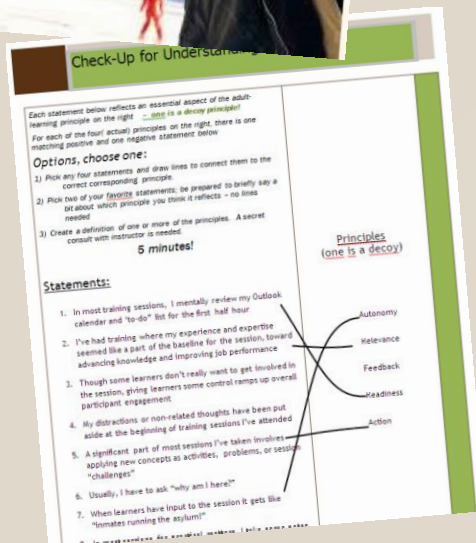


Readiness
Experience (relevance)
Autonomy
Action



✓ Plan to engage!

- *Create "a sandbox with a purpose" - give them "a reason to reason"*
- *When learners matter, learners care (...about you, about the topic)*
- *Learners doing = learners thinking (...or "practicing". Writing? Speaking?)*
- *Stop talking, start facilitating, avoid content, create experience!*
- *Try to create spaced learning; the pinnacle of training success!*



Readiness

Relevance/Experience

Autonomy

Action

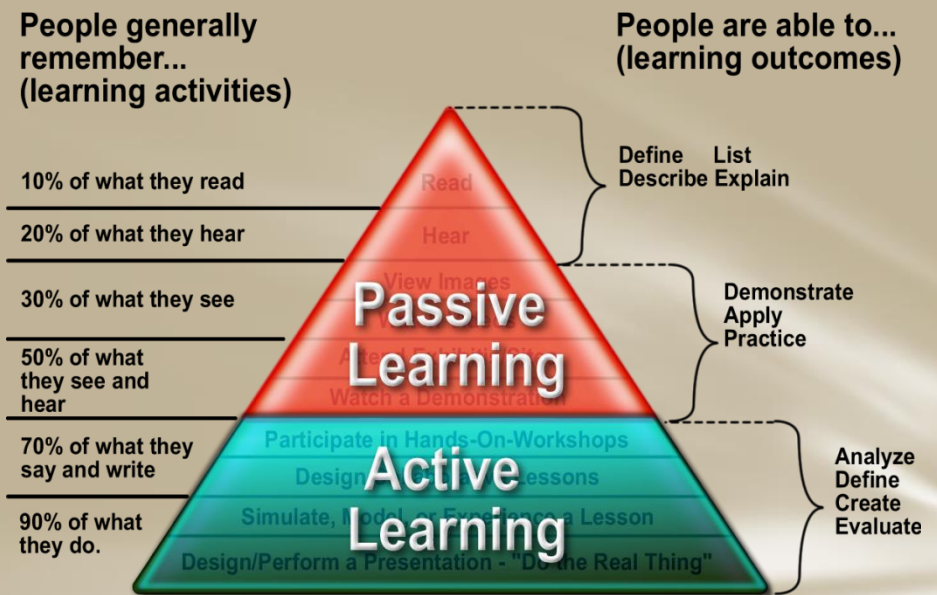


The Mantra...

“Learner-centric, Performance-based”

We'll now sit cross-legged and repeat in a meditative state....

Training:
What works,
What we usually do,
...What can be done?



Now go out there, design some great tools, and have some fun!
Thank you!

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If you must make slides a big part of your session please don't fall victim to...

LOPR!

... make them “working slides”

... especially when your looking for basics in the table in “conceptual domain”

**Lost
OPPORTUNITY TO
PROMPT A
RESPONSE**

What's important for a good BBQ party?

What are some variables that are important with regard to these three aspects?:

Food - Things - “Intangibles”

...take a minute to think and come up with your responses

Food

“Things”

Intangibles



What's important for a good BBQ party?

Food

Quantity

Quality

Variety

Specific
requests

Present



Things

Lighting

Cooling –
fans?

Music

Bug repellant

Napkins

Spill response

Intangibles

Atmosphere (?)

Mix of people

Enough space-
too much/too
little

Designated
drivers

Activities