

Trainer's Day Camp

the utah training consortium

You're at the Top . . . Now What?

The Purpose

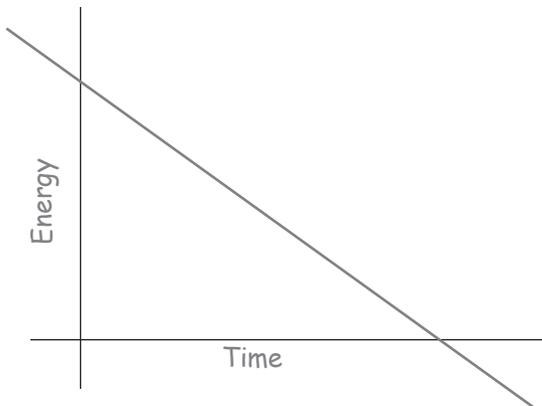
Generate thought and discussion on energizing a training audience. *Like late on a Friday afternoon. What idiot would teach at a time like that?*

The Outline

1. The Challenge
2. The Model
3. The Tools

The Challenge

Fill in the spaces. Draw the chart.



The Model

Dr. Malcolm Knowles' key to energizing a training audience:

- Engage the learners
- Engage the learners
- Engage the learners

An Alternative View

"Every time I learn something new, it pushes some old stuff out of my brain."

"Remember when I took that home winemaking course and forgot how to drive?"

—Homer Simpson, *The Simpsons*

Malcolm Knowles was the father of adult education theory.

He pioneered the field of teaching adults.

trainer's day camp

back page

Four Ways to Continue the Discussion

- 888 305 1155 (office)
- 801 296 1155 (office)
- kurt@jeffsmith.com (email)
- 801 295 5064 (home phone)

The Tools

Set Up the Training

- Get rid of the lectern or the podium or the desk or anything else that separates you.
- Put the chairs in a semicircle or a horseshoe so they can see one another.
- Give them tables to write on . . . which leads us to . . .
- Give them handouts to encourage them to write down ideas. (Like this handout.)

Involve the Participants

- Move around--and within--them. Stand to present; sit to discuss.
- Ask them questions. APC: Ask, Pause, and Call Not CA: Call and Ask.
- Tell them stories. Stories involve, Ask for their stories.
- Reward their participation. "Good answer!" "Yes!" Draw stars on their nametents.
- Give them assignments. Let them teach part of the lesson. (Ownership.)

Have Fun

- Surprise them. Dress in costume. (In a history lesson, one teacher wore a Civil War uniform.)
- Play games with them. Make "Jeopardy" questions from the material.
- Challenge them. Give them exercises that require them to work together.