

## Training the Trainer: Presenting with Purpose

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## Goals

- Adult Learning Needs
 
- Room Management
 
- Brain Based Strategies
 

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## Adult Learning Needs

- Purpose
  - Why is this important?
- Relevance
  - What is in it for me?
- Regard
  - Do you know me and what I need?

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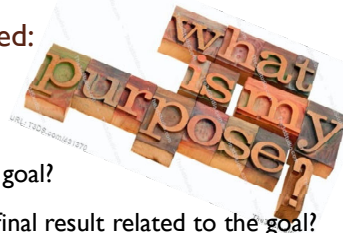
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**Learning Need:**



- What is the goal?
- How is the final result related to the goal?
- How are you going to keep the training goal oriented?
- How is purpose communicated to the learners?

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**Learning Need: Relevance**  
What is in it for me?

- Who are you?
- How does what you are teaching apply to my life?
- Where can I use what you are teaching?
- Why is it important for me to invest my time?

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**Learning Need: Regard**  
Do you know me enough to teach me?

- Is the training voluntary or mandatory?
- Acknowledge sacrifices: time and attention
- Understand specific needs
- Honor abilities/challenges
- Provide a safe place to take risks

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## Room Management

Physical Considerations   Experience Considerations

- Arrangement
- Temperature
- Sound and Sight
- Technology
- Mobility
- Expectations
- Distractions

**What do you appreciate?**

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## Brain Based Instructional Strategies



- Acknowledge Range of Abilities
- Safe Learning Environment
- Chunking and Ordering Information
- Active Learning Opportunities
- Immediate Feedback

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## BBIS: Range of Abilities



- Physical Abilities
- Cognitive Abilities
- Reaction and Processing Times
- Intellectual Stamina
- Time
- Experiences

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**BBIS:**  
Safe Learning Environment



- Mistakes
- Integrity
- Vulnerability
- Transparency
- Communication
- Openness

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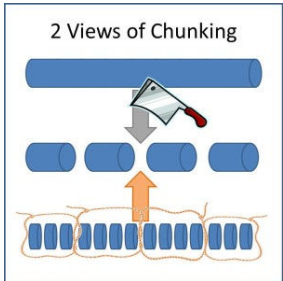
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**BBIS: Chunking and Ordering**



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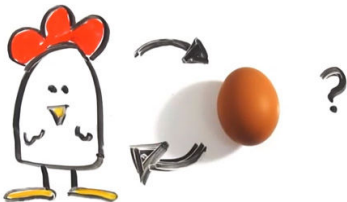
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**BBIS: Chunking and Ordering**



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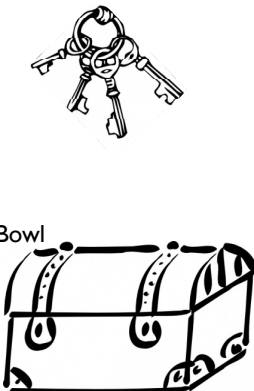
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**BBIS:**  
**Active Learning**

- Collaborative
- Connections
- Evaluate scenes
- Role Plays and Fish Bowl
- Play a game
- Debate
- Create an Expert



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**BBIS:**  
**Feedback**



- Positive
- Frequent
- Quick
- Meaningful
- Direct

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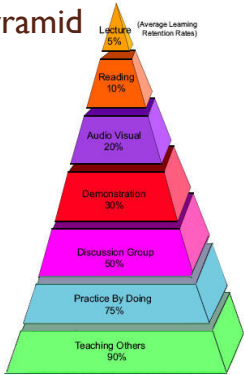
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**Learning Pyramid**



(National Training Laboratories, Bethel, Maine)  
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Learning Method	Average Learning Retention Rate
Lecture	5%
Reading	10%
Audio Visual	20%
Demonstration	30%
Discussion Group	50%
Practice By Doing	75%
Teaching Others	90%

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