

Designing Training Sessions

Stages of training design

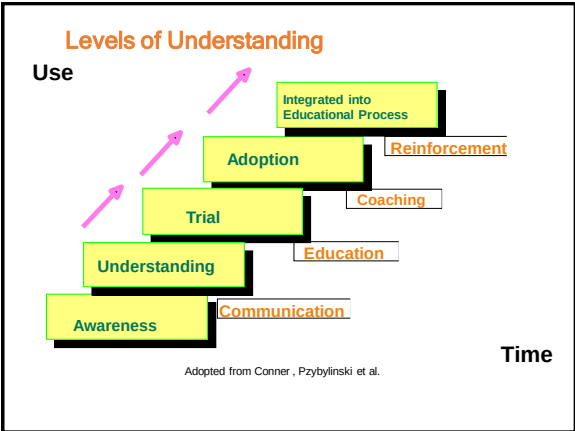
- 1. Set objectives
- 2. Select suitable methods
- 3. Identify resources
- 4. Consider learning styles
- 5. Design evaluation



1. Set objectives

Setting objectives

- SMART
- TSSBAT
- Insert slide on writing objectives



Individual Learning Goals

😊 Personal Vision and Goals

Where I am Now	How I Will Get There	Where I want to Be

Stages of Concern

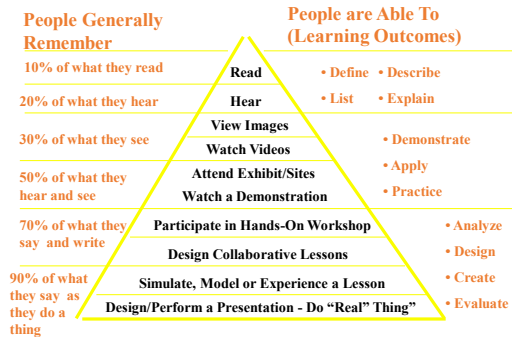
I m p a c t	Refocusing	Sharing & Teaching
	Collaboration	Sharing with Others
	Consequence	How Affects Kids?
	Management	Takes Too Much Time
	Personal	WIIFM
Task	Informational	Like to Know More
S e l f	Awareness	Not Concerned

Hord, Rutherford, Huling-Austin, & Hall.
"Taking Charge of Change.", 1979



2. Select suitable methods

Dale's Cone of Experience



Adapted from Wiman & Meierhenry.
Educational Media, 1960 on Edgar Dale

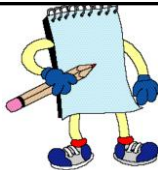
Dale’s cone - implications

Select a method that supports your training objective



What to Ask?

- Technology Used
- Proficiency Levels
- Access at Home and School
- Best Times/Types of Learning
- Comfort Level and Attitude
- Opportunities and Constraints
- Personal Vision





3. Identify resources

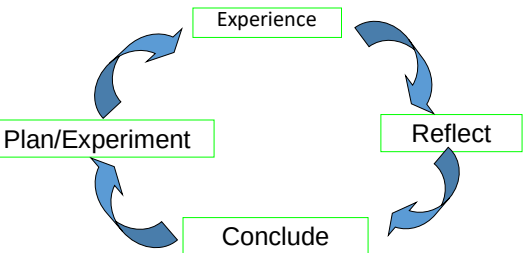
Bloom's Taxonomy

- Knowledge
- Comprehension
- Application
- Analysis
- Synthesis
- Evaluation



4. Consider learning styles

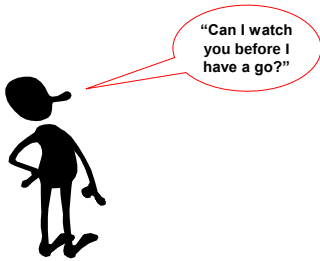
Kolb's Learning Cycle



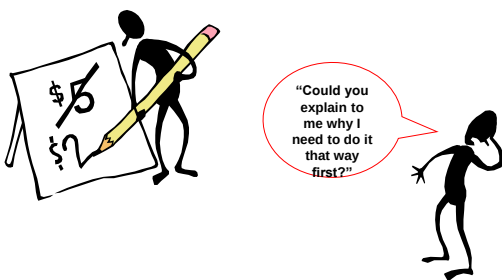
Activist



Reflector



Theorist

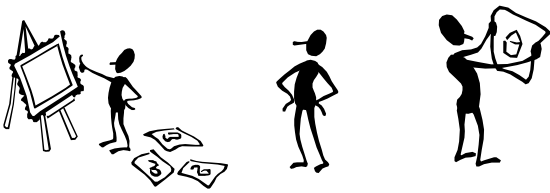


Pragmatist



Learning Styles

- ✓ Understand your own style and use it
- ✓ Develop ability to learn other styles
- ✓ Try to meet the needs of each learning style within a training session





5. Design evaluation

Kirkpatrick

Level 1 – Reaction
Level 2 – Learning
Level 3 – Behaviour
Level 4 – Results

Level 1 - Reaction

reaction evaluation is how the delegates felt about the training or learning experience

e.g. questionnaires/verbal reaction

Level 2 - Learning

learning evaluation is the measurement of the increase in knowledge - before and after

Testing knowledge before and after training

Level 3 - Behaviour

behaviour evaluation is the extent of applied learning back on the job - implementation

interview over time are required to assess change, relevance of change, and sustainability of change

Level 4 -Results

results evaluation is the effect on the business or environment by the trainee

measures are already in place via normal management systems and reporting - the challenge is to relate to the trainee
