Feedback from 7th Heaven Training Session

We went around the room and asked the various table groups to answer 2 questions: 1. What was their most memorable training experience as a student and 2. What techniques do they use in their current courses to engage the adult learner? Everyone shared their best practices and the ideas were very interesting – we have captured a few of them here.

Most memorable training experience:

- Research, experiential, formula, result – structured group exercise

- Class where a person from another department was brought in, then once he had left, they were asked to describe him – variances in descriptions were incredible – but effective learning experience.

- Workshop that used props as the main exercise (closure instructions) – one table had a fitted sheet, had to draft specific closure instructions for how to fold it and then demo it.

- Class where doing actual hands on tasks, specifically job related – in the warehouse, blowing up a car etc.…very memorable – experiential case studies

- Class where instructor used familiar repetition (songs) to reinforce the learning (Latin)

-Workshop where an electronic tool was used during the workshop - Kahoot - and participants were able to see others responding on-screen and watch the numbers climb! Competitive.

- Class where the instructor is obviously passionate about their topic and very knowledgeable, bringing in real world experience – makes it more relevant

- Course that involves a pre-test as a starting benchmark, then the same post-test as a finishing benchmark to show proof that learning actually happened.

Techniques participants currently use:

Use of social media, electronic games to engage the new generation of learners

Real world experience

Experiential case studies

Hand-on activities (assemble a package)

Break out groups with real world case studies/incidents

Humor

Games – Hazmat Bingo, Hazmat Pictionary etc….

Mentoring – using senior people to mentor more junior ones to get everyone engaged

Video presentations – still effective