



# OFA TRAINING

**Welcome to today's webinar.  
We will begin shortly.**

**For audio, please make sure  
to also join the call.**

**DIAL-IN HERE**

# LOGISTICS



We will meet for 75 minutes



This is an **interactive training**.  
Please press 1 on your phone, or  
use the chat!



A recording of this video and  
call will be available on the  
**Bookshelf**



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**#OFA**Fellows





# ADULT LEARNING THEORY

W/ ASHLEY PINEDO

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CLASS REVIEW

# YOUR ROLE AS A TRAINING MANAGER







What are three types of performance problems Training Managers are likely to encounter at an organization? How can you help solve the problem?



Press 1 on the phone

OR



Type in chat box



# Types of Performance Problems

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## CONDITIONS PROBLEM

## ATTITUDE PROBLEM

## TRAINING PROBLEM

- There is a pattern of team members lacking specific skills to meet goals
- Team members were trained on problem previously, but problem persists
- Preventive solution





# ADULT LEARNING THEORY

W/ ASHLEY PINEDO

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# GOALS FOR TODAY

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- 1 Understand** the key traits of effective training, and the scientific principles behind them
- 2 Be able to** design learning objectives and key takeaways
- 3 Feel confident** following adult learning theory to conceptualize your training





# AGENDA FOR TODAY



- 1. Principles of Adult Learning Theory**
2. Designing Learning Objectives
3. Designing Key Takeaways
4. Debrief and Close





# Your Turn!



5 MINUTES



With a partner, share your worst and best training experience. Specify what made the experience bad or good.







# Your Turn!



## DEBRIEF



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# ADULT LEARNING THEORY

Scientific principles that help us design trainings that are engaging, dynamic, and exciting





# Different from teaching children.



# 3 KEY PRINCIPLES OF

# ADULT LEARNING THEORY



## ADULT LEARNING PRINCIPLES

1

### RELEVANT CONTENT

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING



- Kids must go to school
- Adults choose to learn and attend a training





## ADULT LEARNING PRINCIPLES

1

### RELEVANT CONTENT

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING

Your training must answer:

**What problem will this training enable me (the learner) to solve?**



## ADULT LEARNING PRINCIPLES

1

### RELEVANT CONTENT

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING



What problem will you be able to solve after today's training?



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Type in chat box



# ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

2

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING





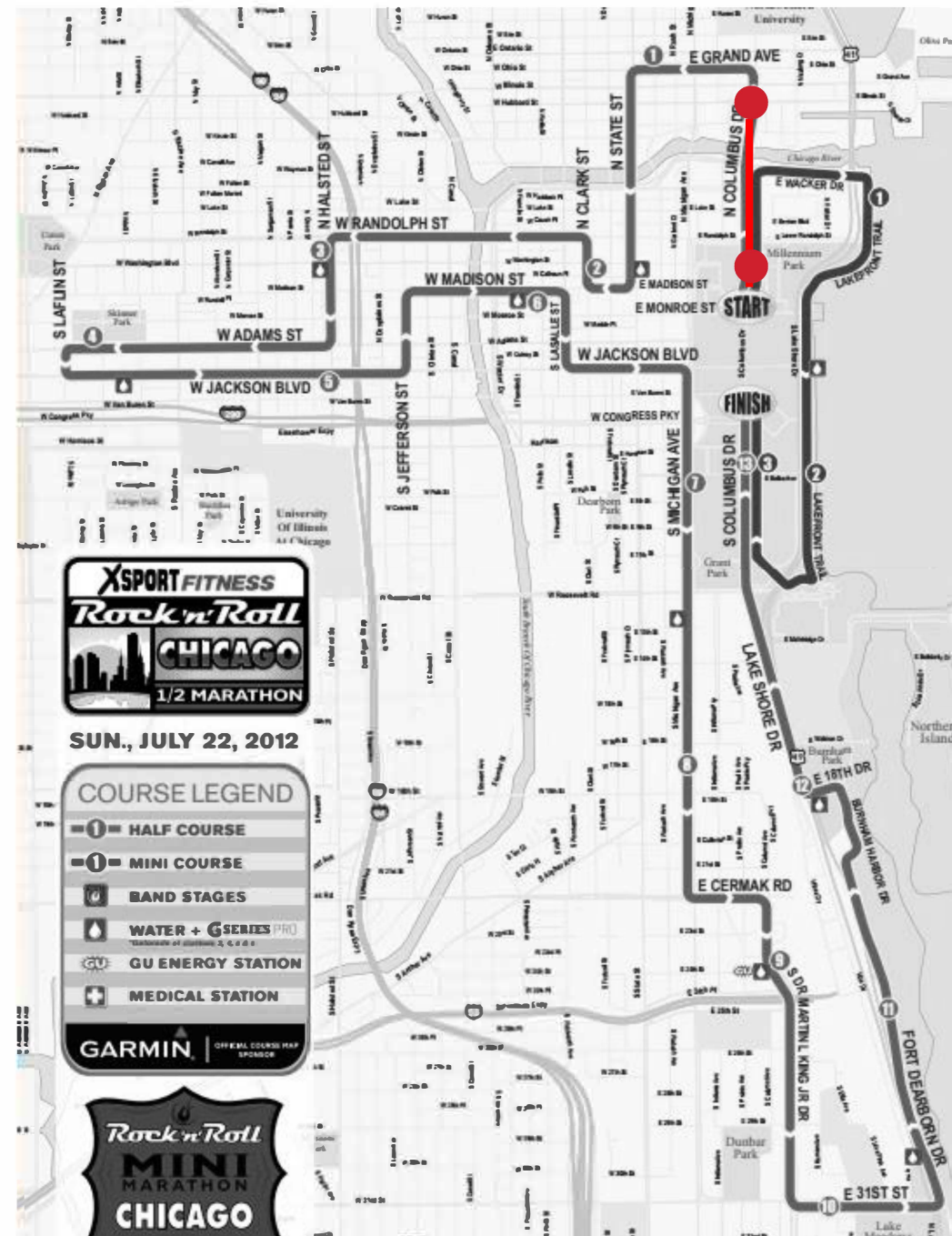
# ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

2

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING



## ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

2

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING

**Acknowledge what your trainees know, their experiences, and take them to the next level one step at a time.**



## ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

2

INCREMENTAL LEARNING

EXPERIENTIAL LEARNING



Let's take a look at this agenda. How is this agenda incremental?

DOWNLOAD AGENDA



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## ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3

EXPERIENTIAL LEARNING





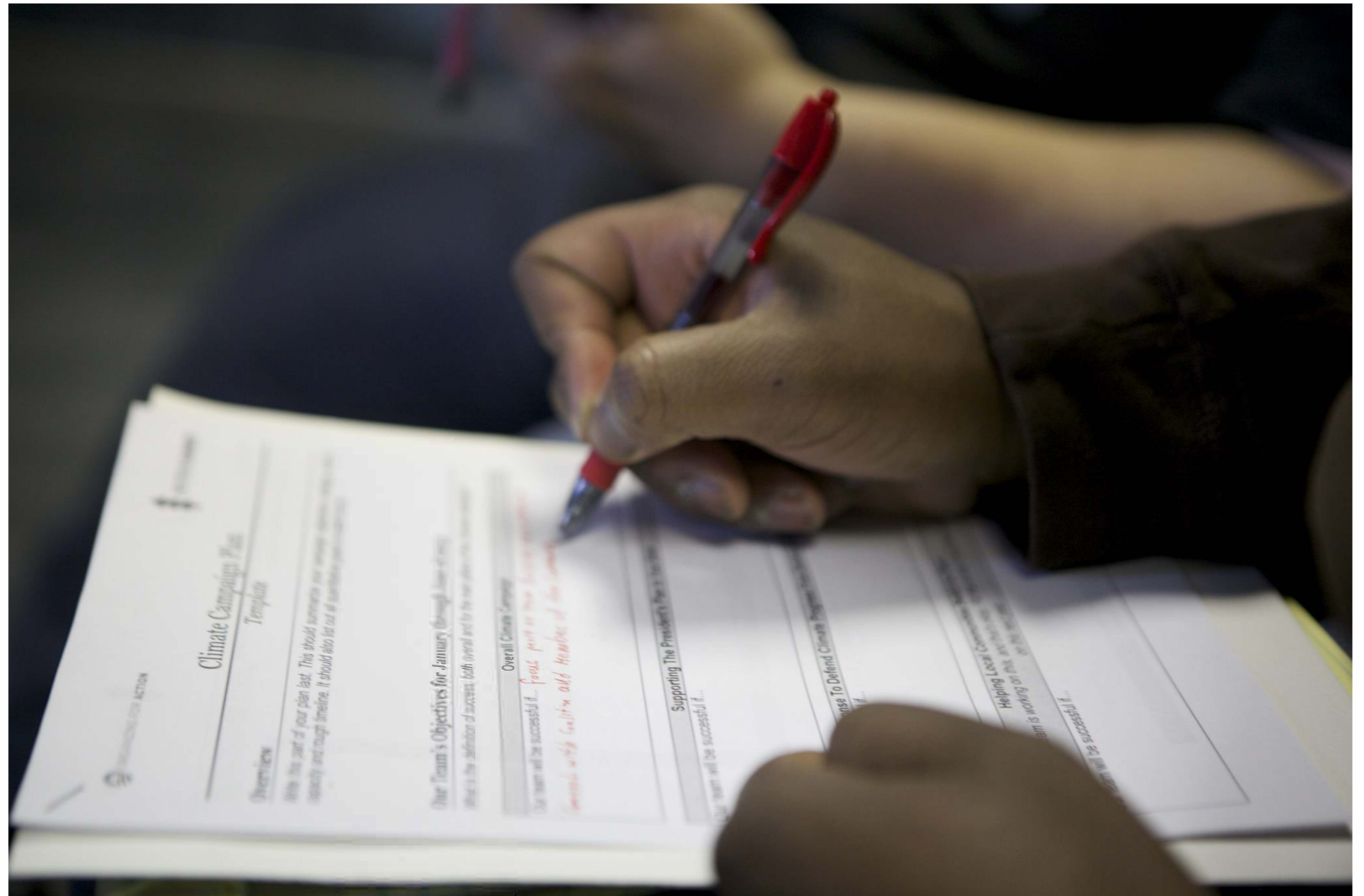
# ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3

EXPERIENTIAL LEARNING



## ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3

EXPERIENTIAL LEARNING



## ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3

EXPERIENTIAL LEARNING



Why do trainers get rid of  
experiential activities?

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## ADULT LEARNING PRINCIPLES

RELEVANT CONTENT

INCREMENTAL LEARNING

3

EXPERIENTIAL LEARNING

## THE 20/60/20 RULE

20%  
UP-FRONT

60% EXPERIENTIAL

20%  
DEBRIEF

LEARNING HAPPENS HERE

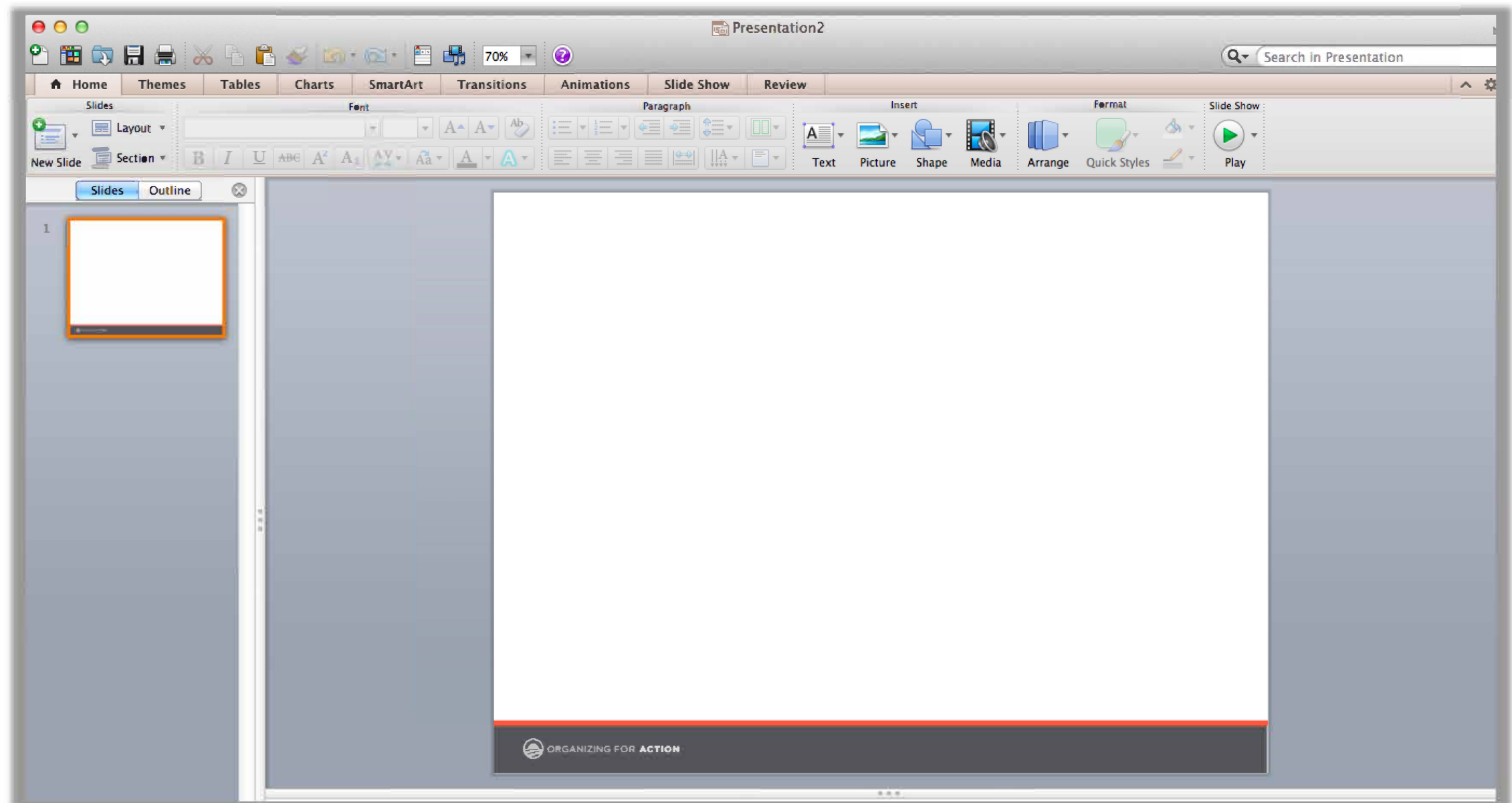


# AGENDA FOR TODAY



1. Principles of Adult Learning Theory
- 2. Designing Learning Objectives**
3. Designing Key Takeaways
4. Debrief and Close





# WHO HAS STARTED A TRAINING OR PRESENTATION BY OPENING POWERPOINT FIRST?

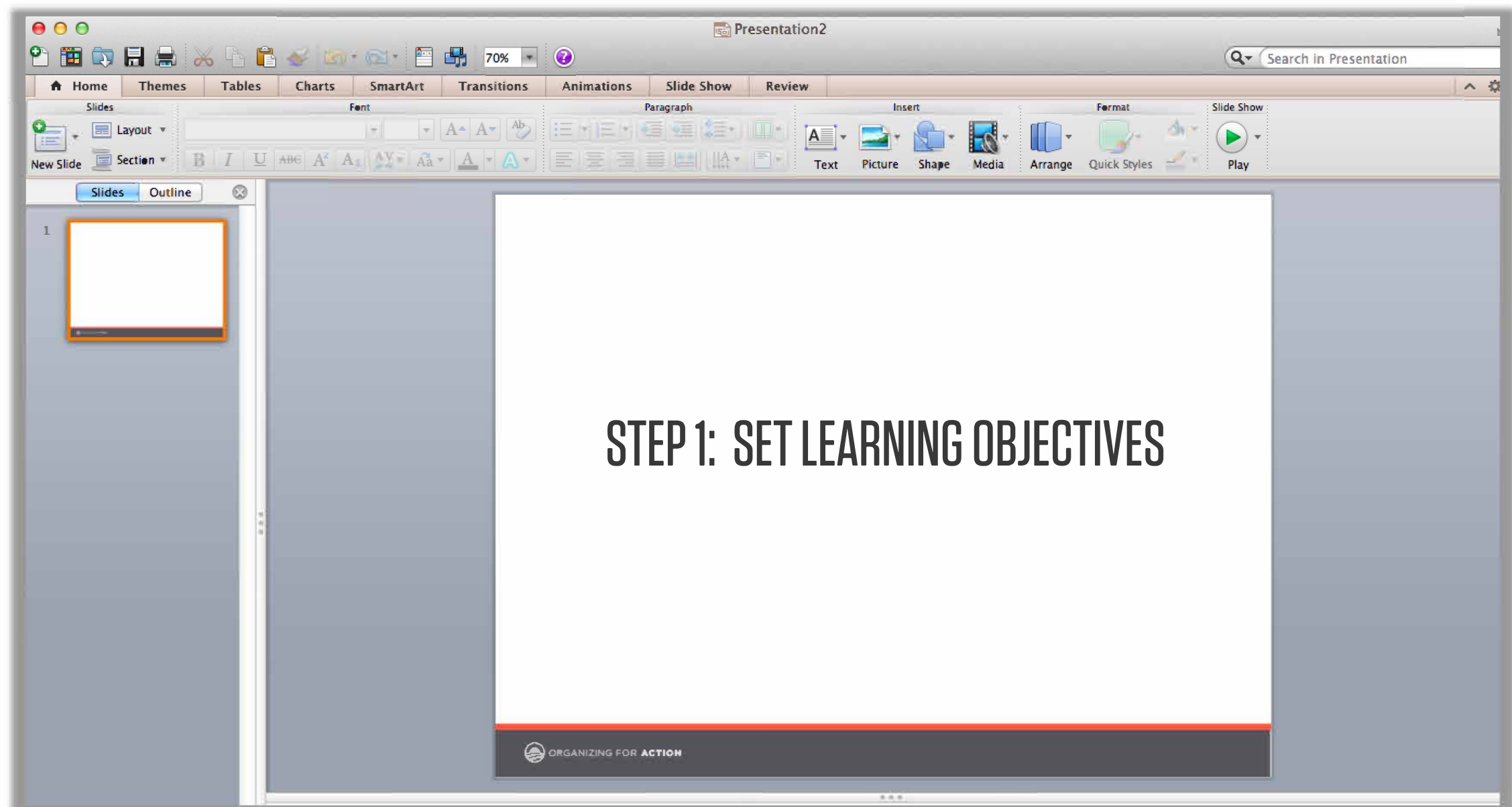


YES, I HAVE



NO, I HAVE NOT







# 3

## LEARNING OBJECTIVES



LEARNING OBJECTIVES (KSA)

KNOWLEDGE

SKILLS

ATTITUDE

WHAT INFORMATION WILL YOUR LEARNERS **KNOW** AT THE END OF THE TRAINING?



LEARNING OBJECTIVES (KSA)

KNOWLEDGE

SKILLS

ATTITUDE

WHAT WILL YOUR LEARNERS KNOW HOW TO DO, OR **BE ABLE TO DO**  
AT THE END OF YOUR TRAINING?



LEARNING OBJECTIVES (KSA)

KNOWLEDGE

SKILLS

ATTITUDE

WHAT DO YOU WANT YOUR LEARNERS TO **FEEL** AFTER YOUR  
TRAINING?





## TRAINING TOPIC: SHARING YOUR PERSONAL STORY

### Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story



## TRAINING TOPIC: THE HARD ASK

### GOALS FOR TODAY

- 1 **Learn** best practices for recruiting new volunteers
- 2 **Be able to use** a Hard Ask to recruit volunteers
- 3 **Feel confident** approaching volunteer recruitment for your upcoming events





# Your Turn!



## Experiential Activity #1 10 Minutes

1

Working with a partner, choose a training topic – it can be as silly as you want.

2

Set learning objectives for your training -- KSA

[ACCESS WORKBOOK](#)





# Your Turn!



Experiential Activity #1

## DEBRIEF



Press 1 on the phone

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A photograph of a meeting room with people seated at tables. In the foreground, a man in a blue and white checkered shirt is seen from the side, raising his right hand. The background is slightly blurred, showing other participants and large windows. A semi-transparent white box with a vertical line is positioned behind the text.

# What questions do you have?

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# AGENDA FOR TODAY



1. Principles of Adult Learning Theory
2. Designing Learning Objectives
- 3. Designing Key Takeaways**
4. Debrief and Close



# Why do we use

# KEY TAKEAWAYS

# ?



# Think of your goals as

## QUESTIONS



# Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story



ORGANIZING FOR ACTION



ORGANIZING  
FELLOWS



## KEY TAKEAWAYS

# ARE THE ANSWERS TO THOSE QUESTIONS



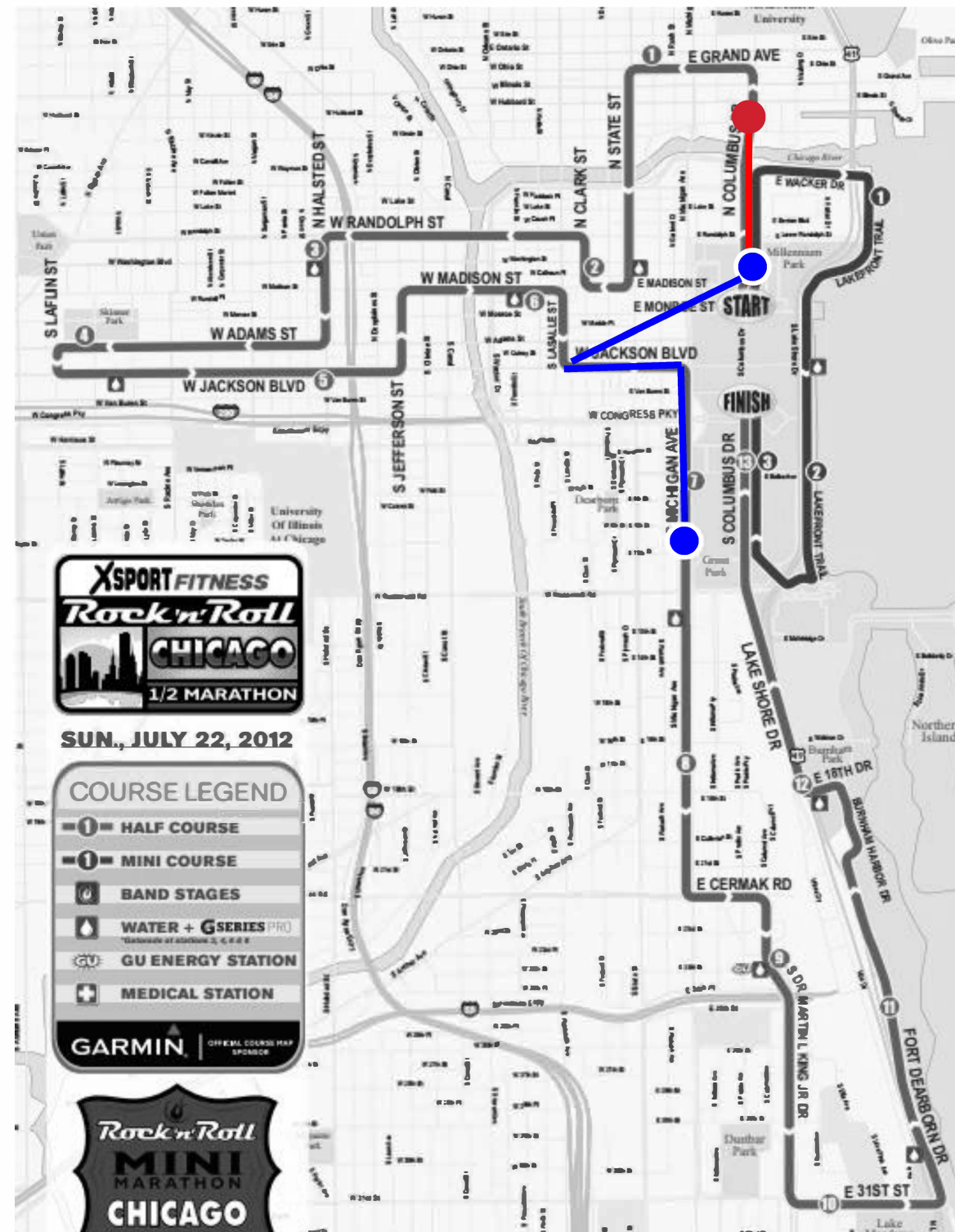


# OUTCOME



● GOAL

● OUTCOME



# TRAINING TOPIC: SHARING YOUR PERSONAL STORY

## Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story

**1. Human beings are more likely to trust you and hence build a relationship with you through story telling**



# TRAINING TOPIC: SHARING YOUR PERSONAL STORY

## Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story

**2. CHALLENGE + CHOICE +  
OUTCOME + ASK =  
Personal Story**



# TRAINING TOPIC: SHARING YOUR PERSONAL STORY

## Goals for this Session

- 1 Understand the key principle of building relationships and trust through story
- 2 Know how to move people to action by telling your story
- 3 Feel comfortable sharing your personal story

**3. You now have all the tools you need to share your story! You are ready!**





A photograph of a meeting room with people seated at tables. In the foreground, a man in a blue and white checkered shirt is seen from the side, raising his right hand. The background is slightly blurred, showing other participants and large windows. A semi-transparent grey box with a vertical line on its right side is positioned over the upper part of the image, containing the text "What questions do you have?".

# What questions do you have?

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# Your Turn!



Experiential Activity #1  
10 Minutes

1

Continue working on the training topic you began on Experiential Activity #1

2

Given your goal, determine your key takeaways

ACCESS WORKBOOK





# Your Turn!



Experiential Activity #1

## DEBRIEF



Press 1 on the phone

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# AGENDA FOR TODAY

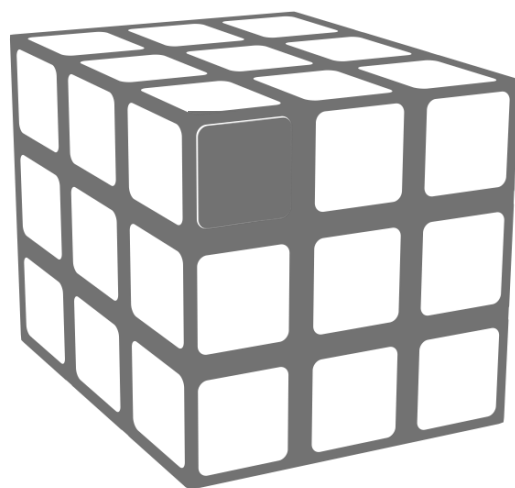


1. Principles of Adult Learning Theory
2. Designing Learning Objectives
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- 4. Debrief and Close**

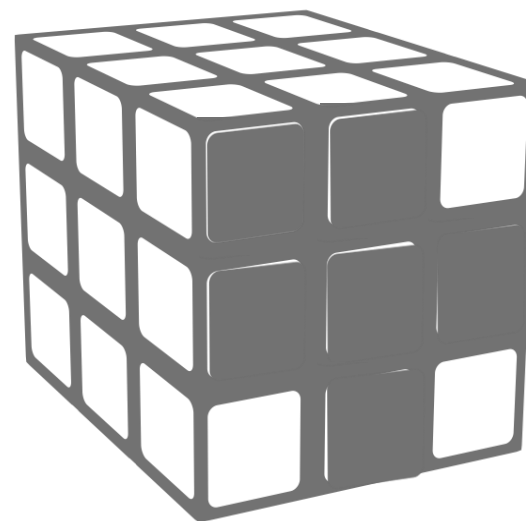


# LEARNING OBJECTIVES AT SCALE

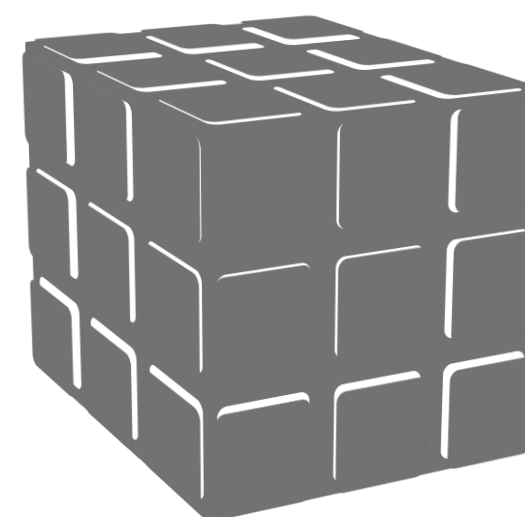
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Training Module



Learning Journey



Training Program





# GOALS FOR TODAY

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- 1 Understand** the key traits of effective training, and the scientific principles behind them
- 2 Be able to** design learning objectives and key takeaways
- 3 Feel confident** following adult learning theory to conceptualize your training



# KEY TAKEAWAYS

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**Understand** the key traits of effective training, and the scientific principles behind them

Adults will learn best when training is relevant, experienced based, incremental

**Be able to** design learning objectives and key takeaways

Your goals should lay out knowledge, skills, and attitude you want your learners to have, and key takeaways are the answer to the questions raised by your KSAs

**Feel confident** following adult learning theory to conceptualize your training

If you follow these principles, your training will work



A photograph of a classroom or meeting room. In the foreground, a man with short brown hair, wearing a blue and white checkered shirt, is seen from the side, raising his right hand high in the air. He is holding a pen in his fingers. The background is slightly blurred, showing other people seated at desks, some looking towards the front of the room. There are large windows and a whiteboard visible in the background. The overall atmosphere is that of an active learning or discussion environment.

# What questions do you have?

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MONDAY

7:30 PM CT

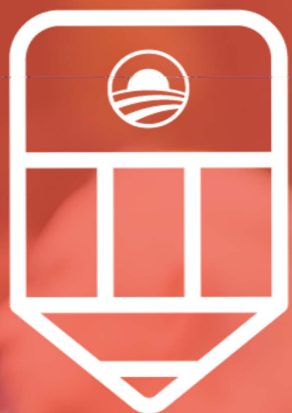
# Designing Experiential Activities

W/ CHELSEY WININGER

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