

Inspiring Adults to Learn

Learning Objectives

- use aspects of experiential learning to maximize the learning experience
- manage challenging situations that often come up in learning settings
- create a dynamic learning environment

Why do you facilitate?

Qualities of Great Facilitators:

-
-
-
-
-
-

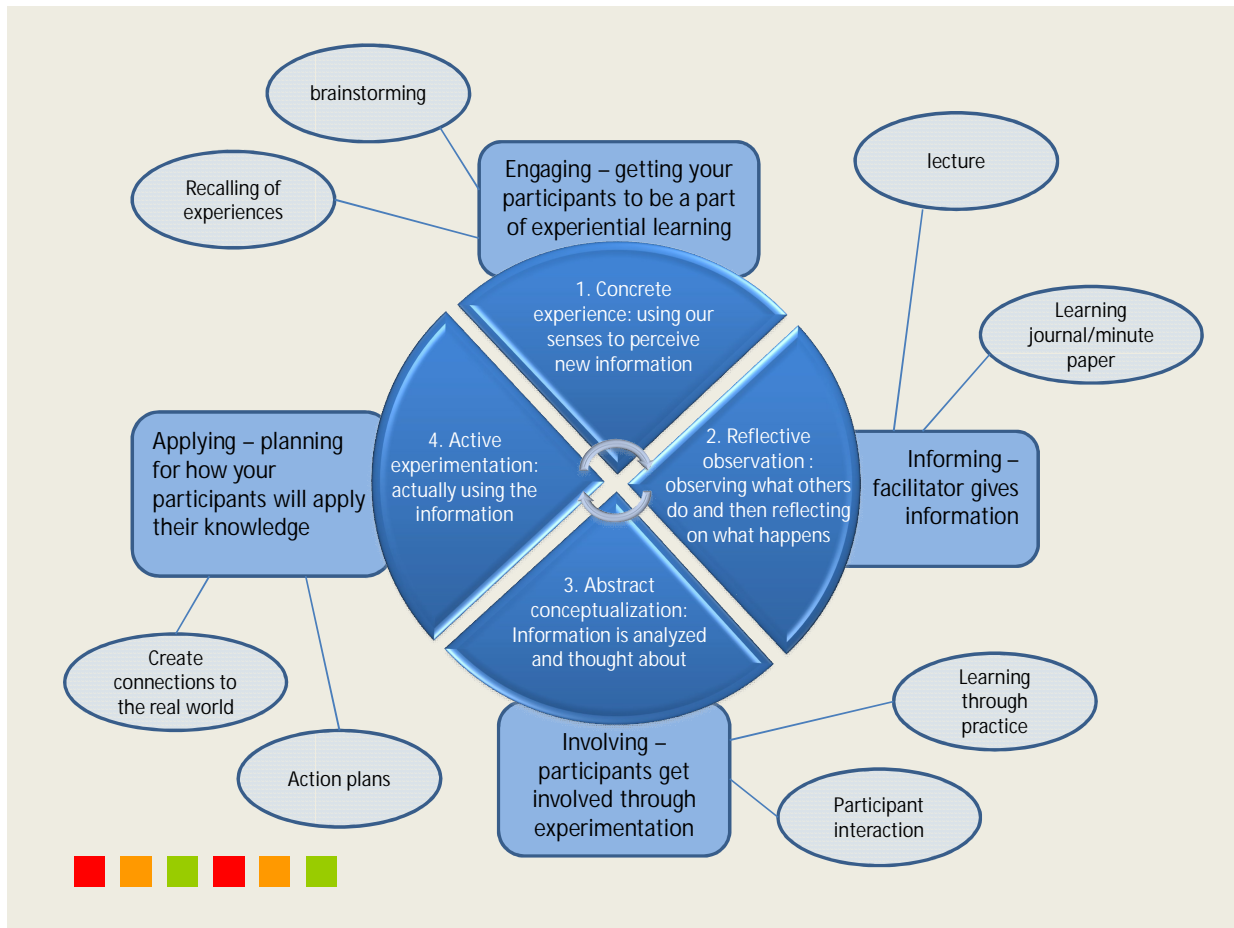
Your Role as a Facilitator:

- maintain focus
- enhance participation
- maintain the environment
- be neutral
- offer encouragement

Experiential Learning:

What do you think of when you hear this phrase?





What other activities/methods could you use in each of the steps?

1. Concrete experience
 -
 -
2. Reflective Observation
 -
 -
3. Abstract conceptualization
 -
 -
4. Active experimentation
 -
 -



Challenging Situations

- Quiet participants
 -
 -
- Dominant participants
 -
 -
- Participants talking while you are
 -
 -
- The Arguer
 -
 -

Facilitating to Multiple experience Levels of Learners

- Option #1 _____
 -
 -
- Option #2 _____
 -
 -
- Option #3 _____
 -
 -



Creating a Dynamic Learning Environment

- Mix up your facilitation techniques
 - we know that participants will be able to pay attention for approximately ____ minutes in a traditional lecture format (Snell, 1999)
 -
- Move around the room
 -
 -
- Keep to the important information
 -
 -
- Repeat important information in different ways, several times
 -
 -

Interactive Facilitation Ideas

Buzz Sessions	
Case Studies	
Word Association	
Independent Study	
Picture Presentation	
Two minute paper	



References

1. Grasha, A. (1998). Teaching with Style. Alliance Publishers, San Bernadino, CA. Retrieved from http://sunconference.utep.edu/CETaL/resources/tws/Teaching_With_Style.pdf on March 13, 2008
2. Kolb, D., Boyatzis, R., Mainemelis, C. (2000). Experiential Learning Theory: Previous Research and New Directions
Retrieved from <http://www.learningfromexperience.com/research-library/> on October 7, 2008
3. Snell, L.S., & Steinert, Y. (1999). Interactive learning: strategies for increasing participation in large group presentations. Medical Teacher, Vol. 21, No. 1, 1999. Retrieved October 7, 2008 from http://www.medicine.uiowa.edu/ocrme/teach_train_sup/resident%20docs/Interactive%20Lecturing%20Strategies.pdf

Resources

1. www.businessballs.com - Free career help, business training, organizational development - inspirational, innovative ideas, materials, exercises, tools, templates.
2. www.mindtools.com - Free information and resources to help develop skills and techniques that help you excel in your career (leadership, personal effectiveness, goal setting, and stress management, etc.).
3. Wuzzles - <http://www.wuzzlesandpuzzles.com/wuzzles> - A wuzzle is a saying/phrase that is made up of a display of words, in an interesting way. The object is to try to figure out the well-known saying, person, place, or thing that each wuzzle is meant to represent. These are quick and easy mind teasers that can be used at any point in your presentation to add in some fun and mental challenge.
4. <http://www.icebreakers.ws> - Lots of free ice breakers, energizers and other activities that you can use in your courses and workshops.
5. <http://www.group-games.com/games-by-type> - Another free resource for ice breakers and group games.

