Off the Page and Into Action!
Creating Dynamic Learning Experiences for Adults
The fun begins in...

- 5 Minutes
- 4 Minutes
- 2 Minutes
- 3 Minutes
- 1 Minute
Off the Page and Into Action!
Creating Dynamic Learning Experiences for Adults
Think about a great learning experience you had as an adult. What made it a positive experience?
Learning Objectives

- Adult Learning Principles
- Engagement Strategies
- Facilitation Techniques
Learners’ Agreements

Participate actively
Value others’ thoughts
Ask yourself – 
how can I use this information?
Share what you learn
Ask questions
Have fun!
Adult Learning - **Everything Counts**!

Lesson Plan – adult learning/learner-centered

Learning Environment

Engagement and Facilitation - Techniques and Tools
Adult Learners

- Need Relevance - WHY?
- Learn by Doing
- Goal or task oriented
- Self-directed
- Like to be respected
- Bring experience and knowledge

Malcom Knowles (1970)
R - Respect
I - Immediate Usefulness
S - Safety
E - Engagement and Inclusion
Relevance – why?
Goal/Task Oriented
Self-Directed
Prior Experience

Respect
Immediate Usefulness
Safety
Engagement and Inclusion
Learner-Centered Approach: Anchor – Add – Apply – Away

Connect prior experience to new learning

Reflect and set goals

Beginning and End are crucial!
Learner-Centered Approach: Anchor – Add – Apply – Away

New information in small ‘chunks’

Practice skills

Reflect – discuss
Learner-Centered Approach - Benefits

- Improved retention of new learning
- Greater behavior change/improved performance
- Immediate feedback
Learner-Centered Approach - Challenges

Can’t cover as much information

Requires more preparation

Challenging with large groups
Learning Styles

Visual – show me

Auditory – tell me

Kinesthetic – let me do it
Learning begins at the door...
Make a Good First Impression

Atmosphere and Logistics
Warm Welcome
Engagement
Always Be Prepared
Engagement and Facilitation
Learning Activities

Tailor to the group
Quiet reflection
Participation level
– learner’s choice
Partner Interactions

Pairs, trios
Small groups
Clear instructions
Give a time frame
3-2-1
GO!
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