ABCs Of Learning
Advanced Learning The Brain & The Competitive Edge
WHERE ARE YOU?
THANK YOU
PRESENTER ATTENDEE AGREEMENT
Law of the Click
TEXTING, TYPING
SOCIAL SHARING WELCOME
TWEET UNTO OTHERS

AS YOU WOULD HAVE THEM TWEET UNTO YOU
TWEET SOMETHING GOOD
BEFORE YOU TWEET SOMETHING BAD
SEEK FIRST TO UNDERSTAND
Safe space to agree, disagree, ponder and question.
What is your favorite movie or book?
1) Discuss steps to identify critical content to cover
2) Identify six brain-based learning principles to make your education successful.
3) **Practice brain friendly techniques we need to use in our education programming.**
Your Turn

Which of these LOs important to you?
1. Discuss steps to identify critical content to cover.

2. Identify six brain-based learning principles to make your education successful.

3. Practice brain friendly techniques we need to use in our education programming.
Why Important?
WHO

Is the presentation for?
THE AUDIENCE
BE A TUNING FORK

Adjust to frequency of your audience
YOUR JOB

Tune your message to your audience
Attendees will say, “That session resonated with me!”
From presenter-centric
To learner-centric
ABOUT US

Why we’re great!

We’re the best!
ABOUT US

Why we’re great!

We’re the best!

Customers love us

Let’s talk more about us!
YOU ARE NOT THE HERO
SELFISH APPROACH

About Us
- Company History
- Market cap
- # of employees & # of locations

About our services
- What it is
- How it works
- Why its better than the alternative
The Audience Is the Hero
The audience is your hero.
Place your audience at center of the action.
Make it all about them.
Remember, your success is dependent on them, not the other way around. You need them!
Your role is that of mentor.

Your audience will do the heavy lifting to help you reach your objectives.
YOUR TURN

What will you do to make sure your presentation is focused on your audience?
Areas Of Effective Presentations
Visuals trump senses in retention & learning

Brain Friendly Strategy #3

START AT END
What 3 things do you want your attendees to remember?
INCLUDE STORIES
Plan Time for Discussion

Every 10 to 15 mins
You have this much content to teach
And only this much time.
Get a pen & paper as to take notes.
Brain Principle 1: You remember what you write or type more than what you read.
Adults remember what they write more than what the instructor writes.
You will remember what you write better than what you read.
Step 1: Get them writing & sharing.
Your Turn

• Quick Write: Write down two things you know about learning.
Your Turn

• Pair Share: Now share with your neighbor.
Congratulations: You just connected to your prior learning & experiences.
Your Turn

• Think, Write, Share: Write down what you hope to learn from this presentation.
Your Turn

• Now share with your neighbor.
Congratulations: You just created a personal learning goal.
You just made two connections.
Two Connections

• To Prior Learning
• To Your Own Learning Goal
Brain Principle 2: Connections are the key to adult learning.
Step 2: Get them connected.
Connected to the content.
Connected to each other.
How can you do this?
How to get them connected

• Quick Write
How to get them connected

• Quick Write
• Pair Share
How to get them connected

- Quick Write
- Pair Share
- Think, Write, Share
- Mark Ups (read the list and circle the one most important to you)
Pop Quiz: What is Brain Principle 1?
Brain Principle 1: You remember what you write or type more than what you read.
Pop Quiz: What is Brain Principle 2?
Brain Principle 2: Connections are the key to adult learning.
Pop Quiz:
What should learners connect to?
Step 2: Get them connected to the prior knowledge, experience & each other.
Brain Principle 3: Show And Tell.
Use images to teach content.
Images are anything visual
Your Turn

• Write down some various types of visuals you could use.
Your Turn

• Now share with your neighbor.
Images are anything visual: stories, case studies, metaphors, analogies, demonstrations, props, photos, icons, cartoons, drawings, videos, etc.
Show then Tell
Show then Tell. Just remember, the more you talk, the less they learn.
Which items do not include images?

- Slides with bullet lists
- Handouts with photos
- Diagrams with details
- Verbal facts and stats
- Personal stories
- Text only slides and handouts
Which items do not include images?

- Slides with bullet lists
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- Text only slides and handouts
Tell by getting them to tell each other what they think about the content, learning, etc.
Step 2: Show And Tell

(Just remember that tell is them telling not you).
Break Time
Brain Principle 1:
You remember what you write or type more than what you read.
Brain Principle 2: Connections are the key to adult learning.
Brain Principle 3: Show And Tell.
Brain Principle 4: Let Them Do It!
All learning is experience. Everything else is just information.
Practice makes perfect.
Practice makes permanent!
6T 6W
6 Times 6 Ways
Adult learners need to actively review or practice content at least six times in six different ways.
Think, Write, Share: How might you have adults actively review your content or actively practice your skills?
Teach Backs

- Pair Teach Back: Divide in pairs or triads and take turns explaining concepts or demonstrating skills.
Teach Backs

• Table Teach Back: Each table chooses a skill or concept to teach to the entire class.
Teach Backs

- Class Teach Back: Class divides into half. Each half teaches or demonstrates to the other half a concept or skill.
Step 3: Design learning experiences that allow them to do it.
Which ones are "Let Them Do It"

- Reading text on slides
- Playing bingo
- Participating in job-shadowing
- Watching a video
Which ones are "Let Them Do It"

• Reading text on slides
• Playing bingo
• Participating in job-shadowing
• Watching a video

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Your Turn

- What things do you need to consider when designing a learning activity?
When designing learning activity, consider

- Group Size
- Time available
- Complexity of content
- Space
Pop Quiz: What is Brain Principle 3?
Brain Principle 3: Show And Tell.
Pop Quiz:
Why is "Let Them Do It" so critical to learning?
The one who does the work (thinking) does the learning.
Brain Principle 1:
You remember what you write or type more than what you read.
Brain Principle 2: Connections are the key to adult learning.
Brain Principle 3: Show And Tell.
Brain Principle 4: Let Them Do It!
Learning comes before remembering.
Your Turn

• Why is remembering important?
Remembering is hard, forgetting is easy!
In 2012, organizations spent $164.2 billion on employee training.
Is that money well spent or wasted?
When a participant doesn't remember what s/he learned, it is considered learning scrap!
What percentage of forgetting of your session are you ok with?
Brain Principle 5: Use spaced intervals instead of learning glops.
A learning gloop is an information dump.
Chunk content into 10 minute segments. Then revisit during the day.
Follow up training with subscription learning: small email reminders.
Get Over The Glop!

Dr. Medina cited studies where participants of spaced intervals scored higher.
Brain Principle 1: You remember what you write or type more than what you read.
Brain Principle 2: Connections are the key to adult learning.
Brain Principle 3: Show And Tell.
Brain Principle 4:
Let Them Do It!
Brain Principle 5: Use spaced intervals instead of learning glops.
Spacing is one part of the remembering story. Repetition is the second part.
Repetition Tips

• Early repetition is quickly cemented in recall.
Repetition Tips

• Early repetition is quickly cemented in recall.
• Later in the day repetition needs greater elaboration by participant.
Repetition Tips

- Later repetition should include application, evaluation, and other higher order thinking skills.
Step 5: Use spacing and repetition.
Adapt Show And Tell to Show And Practice.
Brain Principle 1:
You remember what you write or type more than what you read.
Brain Principle 2: Connections are the key to adult learning.
Brain Principle 3: Show And Tell.
Brain Principle 4: Let Them Do It!
Brain Principle 5: Use spaced intervals instead of learning glops.
Brain Principle 7: Stand Back & Applaud
Your Turn: TWS

• Think about what you knew about how adults learn to what you now know.

• Write it down.
Your Turn: TWS

• Now share with a neighbor.
What are you going to do with what you've now learned?
Participants need to evaluate what they learned, make an action plan and then celebrate.
What are some ways to evaluate?

- Pop quiz
- Self reflection
- Demonstrations
- Teach backs
- Peer reviews
- On job performance
Action Plan: a commitment to use what has been learned or practiced.
Celebrate

Acknowledge the learning that has taken place.
Step 6: Evaluate, create action plans & celebrate.
Pop Quiz:
What are some things we should do to help participants remember what they learned?
Step 5: Use spacing and repetition.
Pop Quiz: What is Brain Principle 7?
Brain Principle 7: Stand Back & Applaud
Brain Principle 1: You remember what you write or type more than what you read.
Brain Principle 2: Connections are the key to adult learning.
Brain Principle 3: Show And Tell.
Brain Principle 4: Let Them Do It!
Brain Principle 5: Use spaced intervals instead of learning glops.
Brain Principle 7:
Stand Back & Applaud