

DYNAMICS OF LEARNING AND TRAINING™

Introduction

A highly competent workforce evolves from four areas. Firstly, the hiring of naturally talented people whose talents are matched correctly to the job demands ('square peg in a square hole'). Secondly, their effective training and orientation. Thirdly, their work conditions, environment, welfare and how they are compensated. And fourthly, how well they are lead, inspired coached and developed, including how well policies, goals performance standards and feedback is communicated by management. Training is one major contributor to competency development which has a significant impact on both the organization and individual employees.

But that training must be geared towards real learning needs and styles of each individual. Even if the training and well designed, and well delivered, it may have the wrong participants, learning the wrong things and therefore will be less effective. Training includes the smooth linkage between assessing organizational and individual learning/training needs, learning styles, program design, training delivery and the evaluation of learning/training effectiveness. Selection of effective trainers and methodologies and as well as trainees, all need proper coordination.

Workshop Contents

- Influence of Personality, Gender and Culture on Thinking and Learning
- An organizational effectiveness model and the role of learning, training and competency development.
- Assessing learning/training needs.
- Differences in coaching, facilitating, instructing, mentoring and training.
- The role of multiple intelligence in learning design
- Designing a learning process that enhances and accelerates learning, including memory and recall
- Creating a climate where learning can be both fun and effective, even when outcomes are serious.
- Developing increased confidence in facilitating learning in diverse groups, both in the classroom and on the job.
- Integrating the roles of learning needs analyse, designer, facilitator and evaluator
- Evaluating learning and training of effectiveness (ELATE)
- Integrating learning into knowledge management style for enhanced organizational learning.
- Personal Development Action Plan (PDAP)

Learning Objectives

By the end of this program, participants will:

- Understand how personality, gender and culture influence one's preferred thinking, emotional and learning styles.
- Recognize a range of different thinking styles and types related to this program.
- Understand the role of the brain in learning and training.
- Have gained a deeper insight into the how and why of behaviour, culture and personality and their relationship to learning.
- Know when and how to shift from a training/teaching mode, to the facilitating of learning mode.
- Understand more about the 'Multiple Intelligences' model and its role in whole brain, multi sensory and accelerative learning, especially in enhancing long-term memory.
- Have increased confidence and competence in handling the diversity of personalities, as either individuals or in groups, within both a classroom or 'on the job'.
- Be able to integrate the multiple roles of a 'Trainer' as a 'Learning Needs Analyzer' a 'Designer', and a 'Facilitator' of learning and evaluator

Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey form, resulting in a detailed personality profile. This will enable participant's to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning relating to this workshop.

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Building on participant personality profiles, a number of interactive exercises, games and group discussion help them to understand the different thinking skills needed. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes. The workbooks are professionally laid out, appealing to the learner and capturing key learning points and post workshop actions

Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client's needs.

Brain Dynamics Global

No:7, Jalan 16/3, 46350 Petaling Jaya

Tel: (603) 7957 1130 Fax: (65) 603-7957 4571 E-mail: ea@bdglobal.org