Welcome!

• Orientation to our meeting room
• Please enter your email address
• Session is being recorded
• Recording and supplemental materials available on our website
Now I Get It!
Getting More from Staff Training

AGENDA
Why bother?
Self Assessment
Kolb’s Learning Cycle:
4 Learning Modes & Training Applications
Q&A

When training doesn’t fit the way I learn, I...

What is the primary way you train staff?

A. They are observed & given feedback by someone with experience (coach)
B. They observe (shadow)
C. They read (written materials, manual)
D. They hit the ground running (baptism by fire)
**Why bother?**

**Because...**
- Positive
- Retention
- Performance
- Savings
- Morale

**Self Assessment**
A friend gives you a car with a standard transmission. You've drive but don't know how to drive a stick-shift. To learn, which approach would you prefer?

A. "Give me a patient instructor"
B. "Let me observe"
C. "Give me the manual"
D. "Give me the keys" (DIY)
SELF REPORT: Concrete Experiencers

Concrete Experience
- Specificity
- People
- Feelings
- Interactive process
- Peers/Teams

Training Ideas for Concrete Experiencers
Training Ideas for Concrete Experiencers

- Welcome
- People
- Interviews
- Buddy
- Time
- Coach
- Feedback

Reflective Observation

- Consideration
- Meaning
- Multiple perspectives
- Reserve judgment
- Time

SELF REPORT: Reflective Observers

- Provide a demonstration or more than once
- Offer explanations, Q&A
- Don’t rush me
- Try activity w/ observation
- Continued encouragement through an experience
Training Ideas for Reflective Observers

Notes
Debrief
Q&A
Time
Unsolicited information
Ready?

Other Ideas for Training Reflective Observers?

Abstract Conceptualization
1. Ideas
2. Systematic
3. Logical analysis
4. Models
5. Structure
6. How
Training Ideas for Abstract Conceptualizers

1. Big picture
2. Expertise
3. Written materials
4. Role switch
5. Analysis
6. Research
7. Revisions

SELF REPORT: Abstract Conceptualizers

Your Ideas for Training Abstract Conceptualizers
Questions?

CE

AE

RO

AC

THANK YOU!

You don't understand anything until you learn it more than one way.

~Marvin Minsky

Wrap Up!

• Evaluation
• Join us next month, 3/1/11, 11:00am
  – Charting a Course for Selection, Support, and Retention of Effective Board Members
• To learn more...
  – katmorgan13@comcast.net (learning styles/training)
  – Mary.Peabody@uvm.edu (enhancing capacity; program ideas)
  – lmjones@uvm.edu (Lindsay) (more info or upcoming webinar topics or getting on our contact list)