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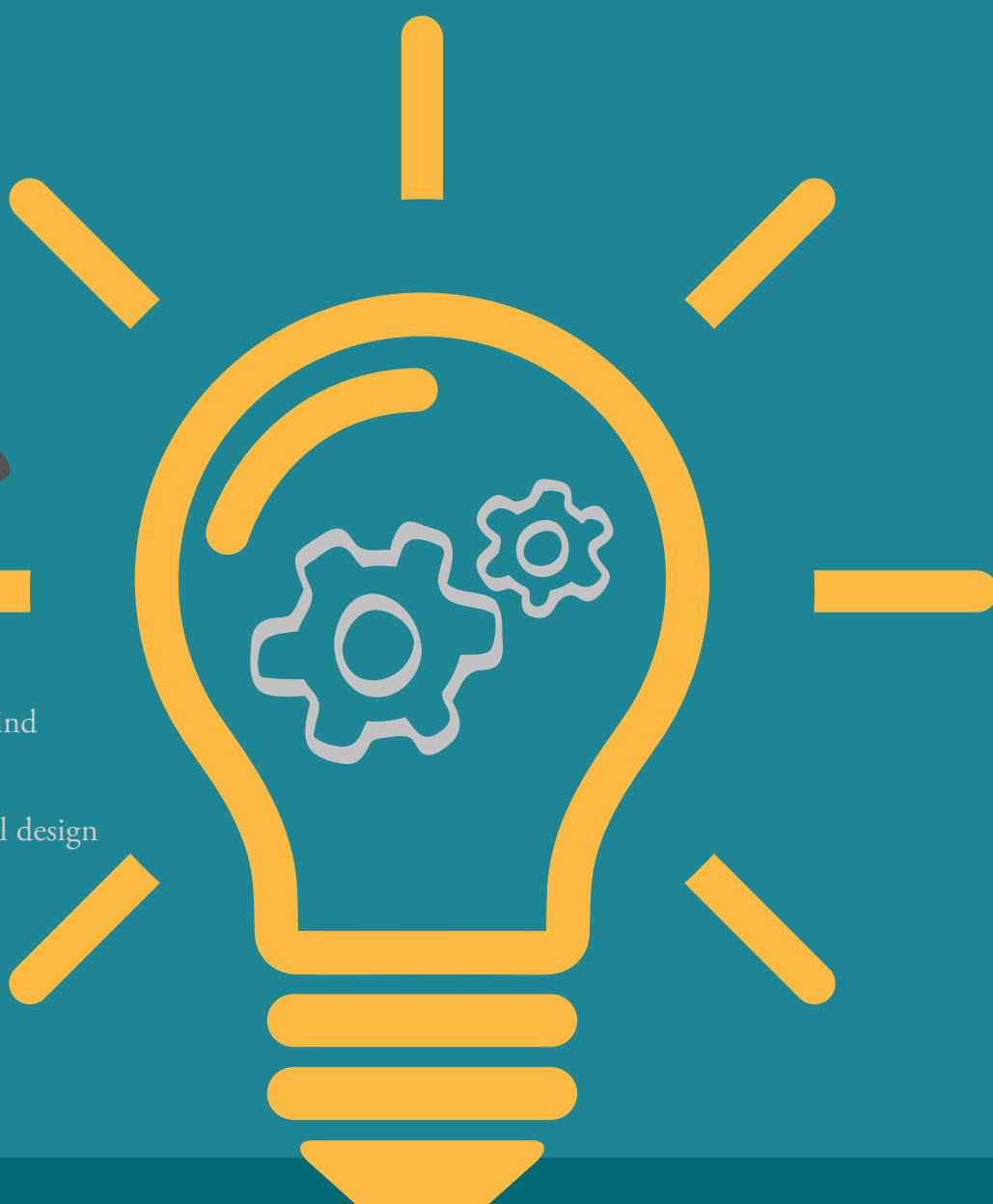
Engineer Curiosity



10 TIMELY TRAINING TIPS FOR THE NEW YEAR

In this webinar you will:

- Compare myths and truths behind good instructional design
- Explore 5 trends in instructional design
- Examines ways to WOW your audience



Presented by
Scott Enebo, M.A., MPCT

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Scott Enebo is a strong advocate and model for creative and interactive training as he continues to see the impact it has on the participants experiencing the learning. "I used to try to be the perfect presenter," Scott admits. "But then someone

shared some sage advice with me. It's not about me; it's about them, the learners. The more I can become a guide instead of the focus, the better it is for the learners who actually learn and are impressed with what they accomplished in class."

Scott's dynamic facilitation style utilizes the experience each person brings and uses adult-learning principles to ensure every person becomes a stakeholder in the educational process. When you allow the participants to give direction to the learning, "the brilliance of a group can really shine through," he said. Scott's passion for people and fun-loving attitude create a welcoming atmosphere where all participants fully engage in adopting and implementing new methods and ideas.

Scott's strengths include training management, training design and training across cultures. With more than a decade of training and facilitation experience, he has worked in both corporate and nonprofit sectors nationally and internationally. His professional career includes consulting, training management, employee development, youth empowerment and group dynamics coaching.

Scott received his master's degree in intercultural relations with a focus on multicultural training. He also is trained in the ICA's Technology of Participation and enjoys conducting participatory strategic planning and action planning sessions.



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Myth/Truth

In the space provided, write M for Myth or T for Truth.

- _____ 1. PowerPoint is a critical part of any design
- _____ 2. In a design process, PowerPoint is one of the last things that should be created
- _____ 3. Gamification is a fad
- _____ 4. Getting a perfect score on a training evaluation is a good measure of training success
- _____ 5. New employees are more likely to leave a job if they are not invested in with training

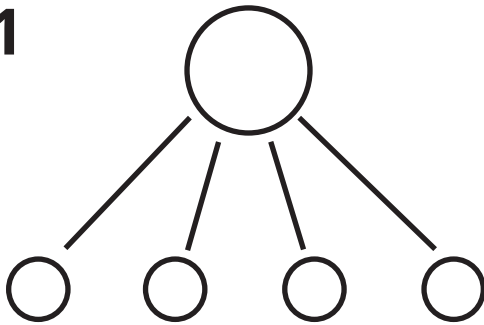




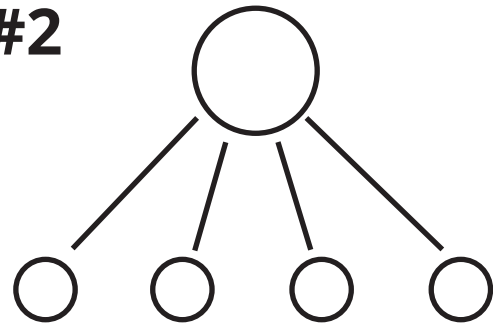
Trends in Instructional Design

1. _____ or bust!

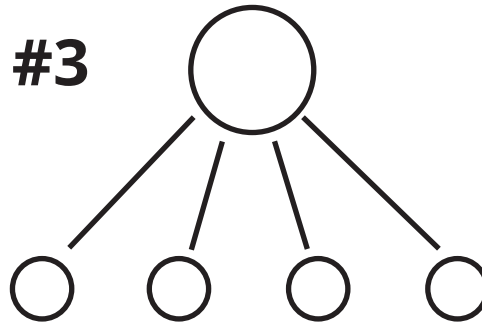
#1



#2



#3



Learner expectations today

- Customized
- Intuitive
- Forward thinking
-
-





Trends in Instructional Design

2. _____ / _____ Learning

Define: _____

Examples:

Why it works

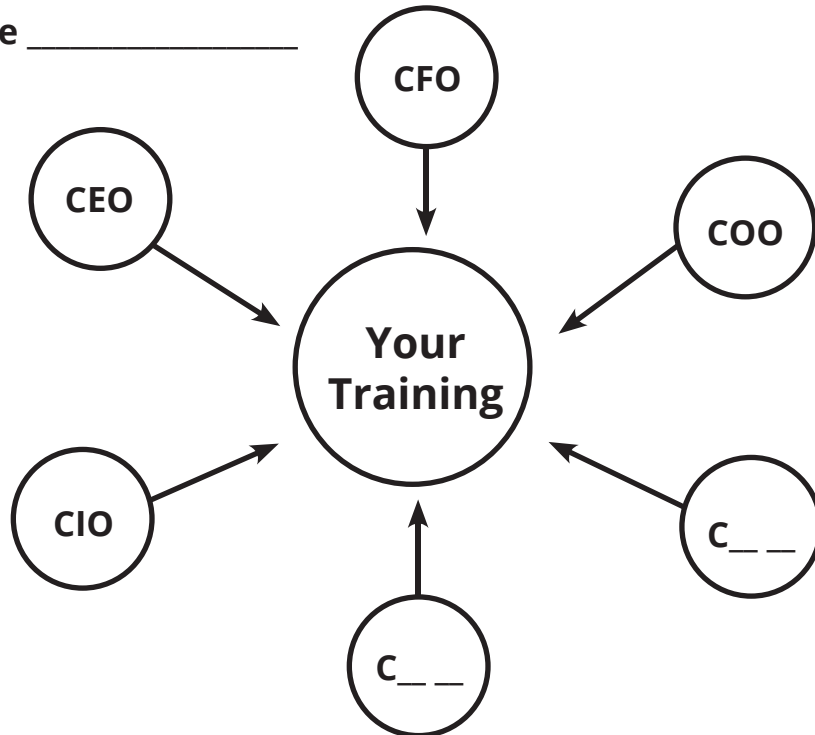
- Short, repetitive learning increases long-term comprehension
- Spaced learning aids retention
-
-



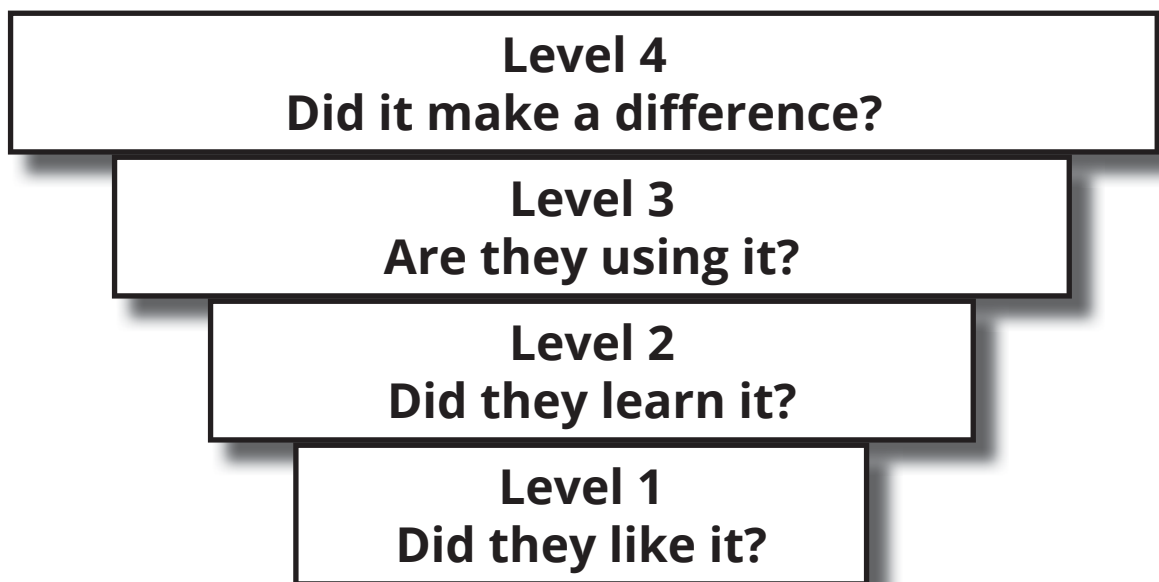


Trends in Instructional Design

3. Appeal to the _____



4 Levels of Training Evaluation





Trends in Instructional Design

4. _____

Pros	Cons
• • • •	• • • •

Games You Currently Play	How do they hook you?
• • •	• • •



Trends in Instructional Design

5. Training as _____

Current unemployment rate: _____

Top 5 Reasons people leave their job

Guess	Actual	
_____	_____	Opportunity to use skills and abilities does not exist
_____	_____	Relationship with boss is bad
_____	_____	Relationship with coworkers sucks
_____	_____	Contribution of work to business goal is not seen
_____	_____	Bored and unchallenged at work

Why increase training in 2019

- Training helps retain employees
-
-
-





Top Ways to Wow Your Audience



6. _____ them!

•	•
•	•
•	•

7. Give them a _____!

- Flag pages
- Set personal learning goals
- _____
- _____

8. Take a _____!

Closers		
Openers		
Poll Everywhere		

9. Go _____ to go _____.

- Add music
- _____
- _____
- _____
- _____



Top Ways to Wow Your Audience

10.

11.

12.





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Upcoming Seminars and Webinars

For a complete listing of our upcoming seminars and webinars go to www.BobPikeGroup.com or call The Bob Pike Group (800) 383-9210



The Bob Pike Group

The Bob Pike Group's Creative Training Techniques™ help people learn twice as much in half the time. Each project is designed from the ground up using activities that have attendees participating in their own learning. These tools allow learners to “catch” what’s being taught while having fun. Participants take ownership of their learning and quickly discover on-the-job applications for their training.

Our participant-centered approach is successful because it focuses on the needs of learners. We understand that attention spans are short, so we routinely capture people’s interests. Even television directors understand this challenge, and they change camera angles every six seconds to keep viewers hooked.

Our techniques, grounded in adult learning theory and brain-based research, create buy-in, enthusiasm, and ultimately change behavior. After all, learning doesn’t occur until behavior changes. Companies large and small work with us to save time and money on training while improving measurable results.

The Bob Pike Group design and training consultants are experts with real-world experience so they know what it’s like to be on the frontlines of industries like technology, healthcare, government, and manufacturing.

We are the industry-leading firm to train your trainers, design your training programs and develop your leaders. Over 300,000 people on five continents have changed the way they train forever because our interactive methods achieve more with less.

If you would like to discuss any training or consulting topic in more detail or you would like more information on The Bob Pike Group’s comprehensive system of performance solutions, please fill out the form or call us at 1-800-383-9210 and ask for one of our Client Solution Directors. We would like to assist you in your on-going personal and professional development goals for your organization.

