



THE
BOB PIKE GROUP

Engineer Curiosity

IS YOUR TRAINING TRULY PARTICIPANT CENTERED: 4 VITAL SIGNS TO MEASURE PC HEALTH



In this webinar you will:

- Examine 4 vital signs of participant-centered training
- Explore 6 ideas you can use to put people in charge of their own learning.
- Discover the biggest threats to engagement and retention



Presented by
Erin Fullerman, MPCT

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NOTES NOTES NOTES

Erin Fullerman, MPCT



Erin attended her first Bob Pike Group conference years ago and was immediately transformed as a trainer. The Instructor-Led Participant-Centered model took the “it’s not about me, it’s about you” idea to a new level. Ever since then, Erin has been

passionate about transforming the classroom and virtual classroom into places learners want to participate in their own learning and have fun at the same time.

Before joining The Bob Pike Group (BPG), Erin spent over a decade specializing in technical and online training. She created and presented classroom training and online courses for major television programs, Fortune 500 Companies, government agencies and prestigious universities. She designed teaching aids, user guides, technical manuals, and training programs for software applications.

Erin graduated from Youngstown State University with a degree in English Communications. She was the senior training specialist for ten years with Turning Technologies where she trained on audience response technology.

Clients trained include: The Dr. Oz Show, Live with Regis and Kelly, Who Wants to be a Millionaire, ABC Studios, NFL, MTV, Apple, Microsoft, Frito-Lay, PepsiCo, Exxon Mobile, AT&T, ACT, NASA, FAA, U.S. Coast Guard, U.S. Army, Navy, Marines, USDA, The Ohio State University, Harvard University, USC, Vanderbilt University, DeVry University and NYU.



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**IS YOUR TRAINING TRULY
PARTICIPANT-CENTERED**

AHA!





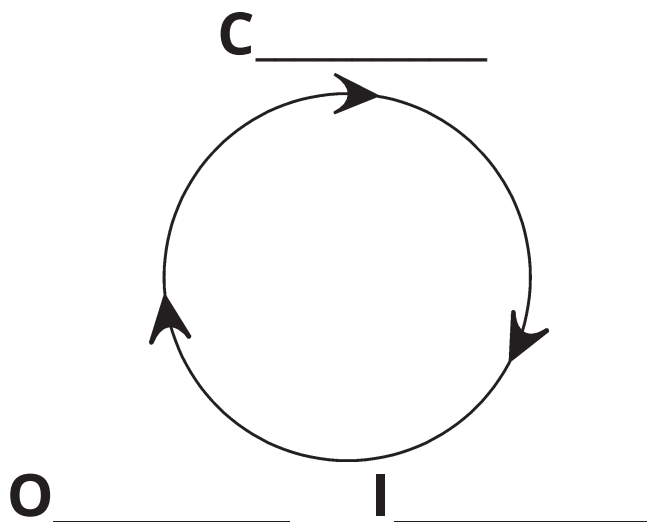
4 Vital Signs of Participant Centered Training

1. Use CORE

Closers A _____ C _____ T _____	Openers B _____ A _____ R _____
Revisitors Don't _____ it, just do it. Use signal. _____ for success!	Energizers Physical and mental Increases _____ _____ and oxygen. Does not need to relate to _____.



2. Give Choices





3. Proper Room Set Up

Use _____ to prevent backs to the front of the room.

Play _____ as learners enter the room.

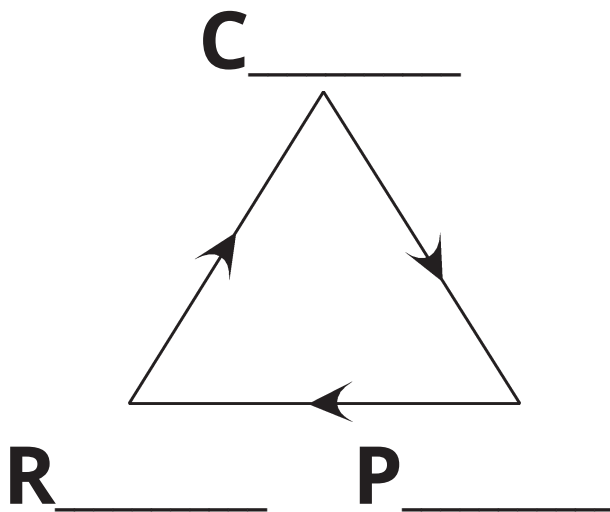
Have _____.

Pre-Set _____ at tables.

Post projection screen in the _____.



4. CPR



Classroom

Webinar

90/20/___

90/20/___

_____ involvement
break break



6 Ideas to Put Them in Charge!

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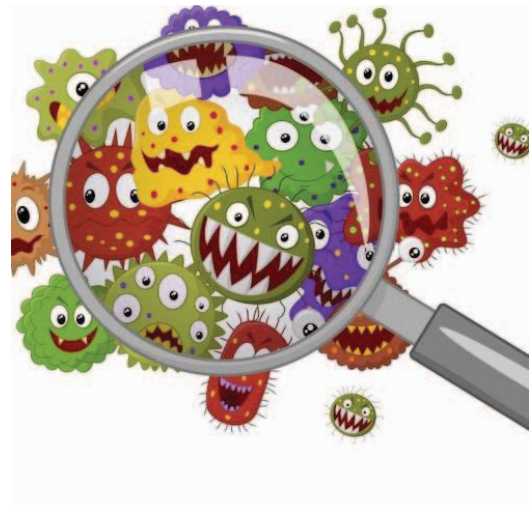
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Threats to Engagement and Retention

- Lecture Style Training
- Difficult Participants
- Failing to Involve Participants
- Appearing disorganized and unprepared
-
-
-
-
-
-
-
-





Creating an Environment Where Learning Takes Place

Physical Room Arrangement	How Participants Set Their Own Standards/Norms
• Have flipcharts • Use half-round tables to prevent backs to the front of the room • Have wall space to post charts • Put projection screen in the corner • Have a master materials table to easily organize supplies • Set-up a music station • Have an agenda or roadmap posted • Access to thermostat to adjust temperature • Set-up a dedicated drink or snack area • Pre-set supplies at tables	• Encourage participants to dress for the space • Allow participants to sit where they would like • Allow participants to work with selected partners • Have interactive workbooks for participants to: • Flag pages • Fill-in-the-blanks • Add to Action Ideas page • Create ground rules for classroom space • Offer pre-work • Offer homework



Deadly Sins of Trainers

...that cause people to walk out, ask for their money back, send letters of complaint, etc.

- Appearing unprepared.
- Improper handling of questions.
- Apologizing for yourself or the organization.
- Unfamiliar with knowable information.
- Unprofessional use of visuals.
- Seeming to be off schedule.
- Failing to involve participants.
- Not establishing rapport.
- Appearing disorganized, not previewing, reviewing or summarizing.
- Not starting off quickly establishing the image you want.





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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.

