



THE ADULT LEARNER – COURSE DESIGN AND FACILITATION WORKSHOP

DESCRIPTION OF WORKSHOP

When designing and delivering learning programs to learners, your success depends on engaging and motivating others to become a part of a unique learning experience.

The Adult Learner– Course Design and Facilitation Workshop will help you develop new insights and strategies in training to support learning in both personal and professional development. Understand the key components of each phase of a training program including needs assessment, design, delivery, and evaluation, and adult learning principles.

Participants will:

- » Develop new insights and techniques that will strengthen their training content and approach
- » Promote learner participation and involvement by developing and designing curricula to match diverse learning styles including in-person and online facilitation
- » Develop and organize engaging experiential activities that ensure the achievement of learning objectives

WHY TAKE THIS WORKSHOP?

The Adult Learner is designed for trainers, consultants, subject matter experts, adult educators, tutors, and is ideal for:

- » Those who want to update their current trainer skill level
- » Those who want to develop confidence in delivering training
- » Subject matter experts who seek the necessary skills to share knowledge
- » Those who have a learning and development component in their position (orientation/onboarding)
- » Those who want to broaden their facilitation skills
- » Those who are interested in succession planning

WORKSHOP STRUCTURE

The delivery method for this workshop will include short lectures, participant interaction, small and large group work, and reflection. This workshop will take place entirely online.

Here is a description of the main principles:

PRINCIPLES OF ADULT EDUCATION

- » Characteristics and motivations of the adult learner
 - » Multimodal learning; visual, auditory, kinesthetic
 - » Experiential education
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THE ART OF FACILITATION

- » Introduction to facilitation tools/techniques
 - » Introduction to group dynamics
 - » Phases of team development
 - » Tools for powerful facilitation sessions
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WORKING WITH THE ADULT LEARNER

- » The Kolb learning style inventory
 - » Diversity and inclusion in adult education,
 - » Unconscious bias
 - » Facilitation strategies to establish inclusion
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ASSESSMENT AND EVALUATION

- » Developing a needs assessment
 - » Creating learning objectives and outcomes
 - » Evaluate training and deliverables
 - » Authenticity in online and direct deliveries
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DESIGNING INSTRUCTION FOR ADULT LEARNING

- » Introduction to instructional theories
 - » Linking purpose and outcomes to design elements
 - » Strategies and Techniques for reinforcing learning
 - » Powerful Debriefing
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