

# HOW TO TRANSFER LEARNING

## and

### GIVE YOUR TRAINING LASTING IMPACT

How do you ensure that your training leads to valued, significant and *transferable* change?

Join this intensive trainer-training programme with Dr. Roger Greenaway

By taking part in this stimulating and practical 2 day workshop you will learn how to improve the chances that the full benefits of training events are transferred to the 'real' world.

You will be invited to explore the use of dynamic reviewing techniques that will enhance the impact and results of your training.

You will learn under the guidance of Dr. Roger Greenaway who has a wide experience internationally of providing trainer-training in this field.

#### As a participant you will gain

- ✓ an understanding of key issues in the transfer of learning
- ✓ the know-how to make learning experiences more transferable
- ✓ a toolkit of reviewing techniques that assist the transfer of learning
- ✓ first-hand experience of 'transfer planning'

#### And you will be better able to

- ✓ create engagement, dynamism, interaction
- ✓ enhance the debriefing process to get the maximum outcome
- ✓ motivate participants to act on their learning and achieve success after the training

#### Participants on your next training programme

- ✓ will be better prepared to transfer their learning
- ✓ will be better able to learn from future experiences and experiments
- ✓ will have more success in transferring their learning into their work

This workshop is well supported by recent theories about the transfer of learning, but the priority is a practical one - to develop and extend your toolkit. It is about how to add to the impact of experience-based learning - so that both the experiences and the learning will live on after the event. You will discover what you can do throughout training events to ensure that they have a longer-term impact. And you will learn how to design (or redesign) courses using transfer strategies that are clustered in an appropriate range of the near-far transfer spectrum.

About the event: <http://roger-greenaway.trainingmasters.ro> About Roger: <http://reviewing.co.uk>

## DAY ONE

**Introduction and overview**

- 3 Designing Learning Transfer
- 4 Brief Encounters
- 5 10 Benefits of Reviewing
- 6 How Active Reviewing supports
- 7 Storyline
- 8 Playing Card Symbols explained
- 9 Using the Active Reviewing Cycle

**Making learning visible**

- 11 Examples of Transfer of Learning
- 12 Appreciative Competition
- 13 Success Chart
- 14 Picture Postcards

**Making learning powerful**

- 15 Moving Stones
- 16 Missing Person
- 17 Persuasion Line

**Productive ways to the future**

- 18 Horseshoe
- 19 Turntable
- 20 Action Replay

## DAY TWO

**Who wants a successful outcome?**

- 21 Partnership Matrix
- 22 Empathy Test
- 23 Goal Keepers
- 24 Back to the Future

**Transfer as a journey**

- 25 Card Trail
- 25 Future Walking
- 7 W-Curve (a special use of Storyline)
- 26 Metaphor Map

**Transfer as a learning process**

- 27 Feedback methods
- 28 Simultaneous Survey
- 29 Spokes

**Personalising transfer principles**

- 30 Haskell's 11<sup>th</sup> principle of transfer
- 31 Dream Drawing
- 34 Making Learning Sticky
- 32 Training for Transfer
- 36 Designing Transfer Questions