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"Quotes"

"One of the things I've learned is how to use humor when I communicate. When I'm joking around with the guys and they can get a little bit of a laugh out of the situation, then they look forward to coming in there.... Most people learn better when they enjoy the learning process."

~David Allen

"Taking charge of your own learning is a part of taking charge of your life, which is the sine qua non in becoming an integrated person."

~Warren G. Bennis

"Learning how to learn is life's most important skill."

~Tony Buzan

"I never teach my pupils. I only attempt to provide the conditions in which they can learn."

~Albert Einstein

"I hardly teach. It's more like a gathering of minds looking at one subject and learning from each other. I enjoy the process."

Dear Friend,

Boring with a Capital "B"!

Indulge me for a minute. If you've ever been in this situation, I want you to give me a loud "Yes, indeed!" (Now, don't worry about who's around you. Do it anyway.) Okay, here's my question:

Have you ever had to go to a BORING class or training session?

Believe me, I hear you. And, I'm giving my own super-loud "Yes, indeed!" on this end too!

It never ceases to amaze me that the most snooze-provoking presenters seem to be the most oblivious. Bless their hearts. They seem to completely miss that audience members' eyes are rolling around in the backs of their heads as they fight sleep, that the folks who *are* alert are actually checking emails and have completely tuned out, or that a room that started with 50 participants has shrunk to less than half that. Have we been in the same sessions?

But then, contrast that scene with this one. Picture a vibrant speaker. This person holds your attention, gets you nodding, peaks your interest, and actually makes you forget time. Even though you *had* to attend the class, you walk away actually glad you came and with good information that you can use. You're lovin' this person, aren't you? Yeah, me too.

In this month's edition of **EA Insights**, let's talk a little about how to make learning last. There's something here for you whether you're the presenter or that captive audience member.

All the best,

June

June Melvin Mickens
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Learning that Lasts

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Time is valuable. It's incredible how much we're expected to get done in what seems to be a shrinking day. For that reason, carefully investing our time takes on great significance.

So, when people need some form of training to learn an area, to refresh a skill, or to become familiar with recent updates, it's important to make the most of that precious commodity...time. What many people fail to realize, though, is that there's a mutual responsibility for utilizing that development time well. Here are three tips for making learning lasting - whether you're the presenter or the participant.



Make it relevant.



Presenters: Helping people to connect the dots is at the top of the presenter "to-do" list. While there always will be some who love learning for the sake of learning, they are just one group. Others will need your guidance so they can understand how your material fits into their work or into their lives. If you fail to do that, you've lost them. So, make your points relevant. Show people how your

information makes a difference for their work or problem. Use examples that hit home for them. And, weave in practical application that moves the presentation beyond concepts and encourages your audience to relate it to real life.

Participants: Whether or not the presenter does what I've just suggested above, you can (and should) seek out the relevance any time you have a learning opportunity. Approach each situation by looking for the links. That is, consider what's new or different, or what you haven't focused on in a while, in the material being presented. Then, look for ways that the information, or skill, or relationship could work for you. Explore how to connect the dots yourself, even if the linkages aren't clearly made for you.

Make it fun.

Presenters: If there's one thing I've learned in the adult learning context, it's this: Adults are nothing but big kids! The truth is that (with the rare exception) titles, settings, or exteriors matter little. People like to have fun. And, fun in learning helps to make learning last. So, incorporate energy, games, pictures, you name it, into learning opportunities. Doing so keeps people's attention, helps them to remember what you said, and increases the possibility that they'll use it when the time is right.



Participants: Play along...please! If you're in a session, and the presenter's trying to make it engaging, don't make it harder than need be. Put yourself in the right frame of mind. Participate. Even laugh at the corny jokes. But, allow yourself to receive what's coming your way.

Make it happen.



Presenters: It's all just an exercise in futility unless the learning is useful. So, besides demonstrating relevance, and making it fun, also help people to see how they immediately can begin applying that new information or skill. Avoid recommendations that take a lot of effort or resources to undertake; instead, demonstrate how minor tweaks that can yield major results.

Participants: It all rests with you! You can attend the best training session in the world, but if nothing changes as a result of what you've experienced, it was a waste. So, while you can't do everything, you can select one or two key solutions that relate to you and that you can try implementing right away. Don't wait; if you do, it won't happen. Commit to incorporating something from the session into your routine, and see what you can do!

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"It's what users want. They want to be entertained. We use games to lure and engage users, but we also use them to educate. With most of our games, we have decided that those who play them will not leave without learning something[.]"
~Joyce Harris

"That which any one has been long learning unwillingly, he unlearns with proportional eagerness and haste."
~William Hazlitt

"A good teacher can inspire hope, ignite the imagination, and instill a love of learning."
~Brad Henry

"You can have all the intentions in the world, but do you actually follow through?"
~Malachy Kavanagh

"All of the top achievers I know are life-long learners...looking for new skills, insights, and ideas. If they're not learning, they're not growing...not moving toward excellence."
~Denis Waitley

"I forget what I was taught. I only remember what I have learnt."
~Patrick White

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At **Executive Advantage**, we are committed to providing results-based business and management consulting, leadership development, and coaching support. We partner with business leaders to build healthy, well-functioning organizations, where goals are met and people thrive. We also partner with individuals to create professional (and personal) lives with clearer direction, improved results, and greater balance.

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