



How to Deploy Active Learning

Active learning strategies for trainers & managers
Presented by SalesBoost

Active Learning Strategies

Training & Managers



FIND VALUE

Learners must find value in learning something new. It's impossible to find value if one doesn't want to learn. Learners must see skills and knowledge as valuable, so organizations set the tone when they promote self-development and provide opportunities for growth. Learning is a matter of making skills and knowledge valuable.

- *Ask your team members to demonstrate their new skill*
- *Explain why learning is important for their role and to move up in their careers*



SET EXPECTATIONS

Learning is hard. Period. Gaining a new skill requires struggle. Learners need support, encouragement, praise and social encouragement. Trainers and managers need to create the framework and setting expectations is critical for the success of a plan.

- *Coaches (trainers or manager) should set expectations*
- *Model the ideal behavior when learning (patience, focus and practice)*
- *Focusing on progress vs. outcomes to keep learners motivated*



CREATE TARGETS

Learning is a type of knowledge management. In order to succeed, we need goals, deadlines and strategies. Studies show that people with goals outperform those with vague aspirations like "doing a good job". And, at the same time, overzealous goals can backfire and become deflating. People like to succeed so having easy-to-accomplish and stair stepped benchmarks creates a positive experience. Learning happens when we are pushed out of our comfort zone.

- *Establish a learning and development strategy for the year*
- *Set goals past onboarding for ongoing reinforcement training*
- *Establish deadlines for training*



BREAK IT UP

Learning often leaves as soon as it arrives. Within a few hours, we forget information that is relayed to us. We need to account for forgetting and understand that one-time training will not be effective for long term retention or developing a new skill.

- *Chop up your training in to bite sized pieces*
- *Layer your training so learners gain knowledge and skills that build on each other*
- *Revisit material on a regular basis to reinforce and ensure that skills adoption is sticky*



PROMOTE FOCUS

It's easy to become distracted and even easier to find distractions when we need to focus. Here are a few strategies to create focus for learners:

- *Creating spaces for people to focus on learning without distractions*
- *Set a specific amount of time to complete training*
- *Keep your message simple*
- *Repeat your core message at least 3 times*
- *Create competition*

Active Learning Strategies Training & Managers



PROMOTE FAILURE

Failure is no longer a dirty word. We need to try and fail with failure seen as a “good try” and a learning opportunity. One doesn’t learn how to ride a bike or catch a baseball on the first attempt. Not providing opportunities to fail and learn from mistakes like cooking a burger for the staff instead of for clients first will only feed lack of confidence. Successfully skill development is gained from trying over and over.

- *Provide and “incubator” or opportunity for team members to be creative*
- *Start training with failure so you learn from “what not to do”*



USE ANALOGIES

Simply put, they are short stories that allow the memory to attach to concepts. They help one remember the “why” and it is easy to design consistent training examples by using analogies or story-telling.

- *Develop a short story to demonstrate the “why” behind your training*



PROMOTE REVIEW

Peer review and discussion are an important for reinforces the learning. Asking your team members to recap with their peers, what they’ve learned, provides all learners with another level of understanding and instills in them the concept of checking in with themselves on what they’ve learned. Self-development is a learned behavior and organizations can do so much to foster good learning habits.

- *Ask your team members to recap their learning to their peers to reinforce their training*

70%

OF LEARNING MUST BE
HANDS-ON IN ORDER
TO MAXIMIZE
EFFECTIVENESS

90%

KNOWLEDGE
RETENTION WHEN
ACTIVE LEARNING IS
DEPLOYED

ACTIVE LEARNING
RESULTS IN
10-12%

**INCREASE PROFITS
PER PERSON**

VS. 1-2% WITH
TRADITIONAL TRAINING METHODS

100%

OF STAFF RECIEVE
TRAINING WITH
SALESBOOST’S
ON-DEMAND SOLUTION

Contact us to learn more about
SalesBoost’s Active Learning Method

salesboost.com/schedule-demo