

# Wild, Wacky and Highly Effective Training



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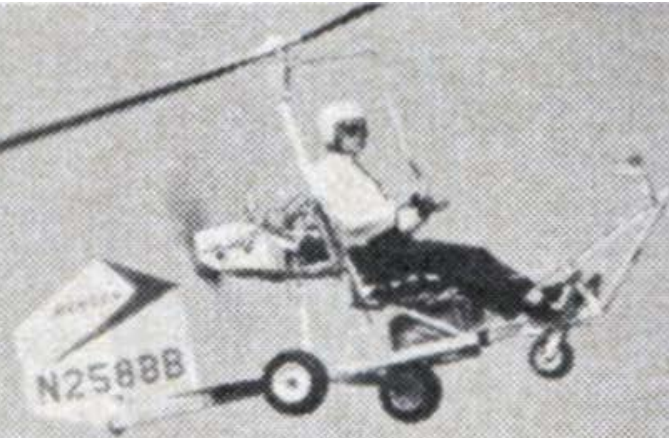
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# Wild, Wacky and Highly Effective Training V5.2

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# Four issues to address:

I. Fear of public speaking

II. Adult learning principles

III. Safety training – always answering the “why?”

IV. Wild, Wacky, and Highly Effective Training

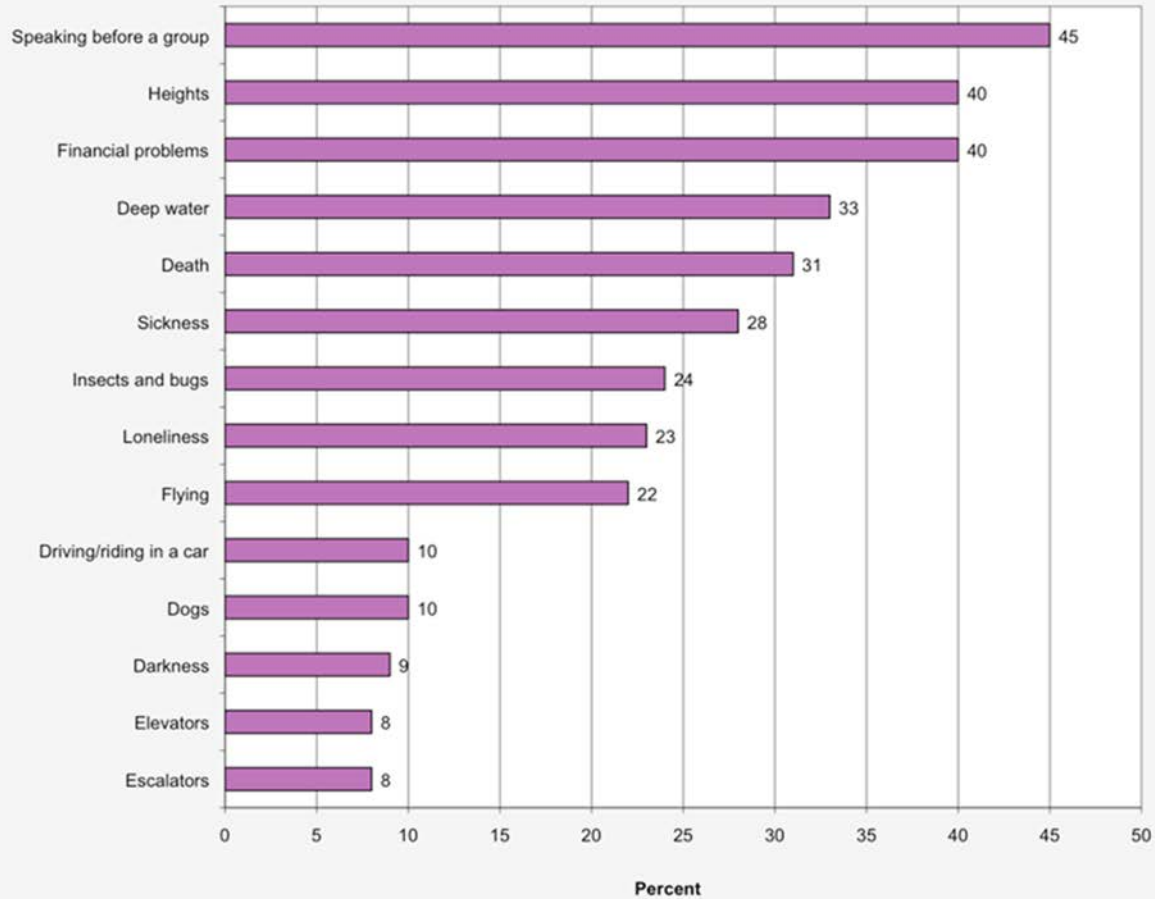
if only it were this easy . . . but we have a few minutes to try



No one ever complained about  
having a bit of fun . . . ever!



America's number 1 fear: public speaking  
Bruskin/Goldring Research Report, 1993, n=1000



# PowerPoint Violation #1



**So we know it's an issue . . .**

**What do we do about it?**



**When you break it down,  
there are really only two options:**

1. Ignore it.
2. Address it.



**It's only the *public* part  
of  
'public speaking'  
that gets to us.**

**So simply remember . . . these are  
our friends, co-workers, and peers.**

**And . . .**





Let's face it . . .

you are better looking than any of them . . .

and a whole lot smarter than most of them.

**So why not take a bit of a risk?**



# **A few simple techniques:**

**Tell stories.**

**Rehearse, practice.**

**Know your subject matter.**

**Be passionate about your message.**



# Adult Learning

**We have so much to learn . . .  
and so much to apply . . .  
and so little time!**



# Pop Quiz #1

Clean piece of paper

Name in upper right-hand corner

Write your answer in big, bold letters!

Ready?



**What color is a yield sign?**



**Let's try  
another one . . .**



**One  
last  
try . . .**



# Adult Learning Principles and Mentoring Practices

Adult Learning Principles	Mentor	Mentee
Adults learn best when they are involved in diagnosing, planning, implementing, and evaluating their own learning.	Facilitates learning activities and encourages the mentee to share, question, and practice knowledge and skills.	Actively plans and carries out learning activities.
The role of the facilitator is to create and maintain a supportive climate that promotes conditions necessary for learning to take place.	Creates a climate of respect and a physical and social climate conducive to learning. Acknowledges the experiences each bring to the learning environment.	Acts in partnership to share ideas, content and experience.
Adult learners have a need to be self-directing.	Assists mentee in determining learning needs and to incorporate these into a learning contract or learning plan. Uses these resources to guide discussion and agree to mentee's goals and objectives.	Determines own learning needs and discusses how best to incorporate these into a learning contract or learning plan.
Readiness for learning increases when there is a specific need to know.	Works with the mentee to clearly state the learning goals at the beginning of the activity.	Commits to the learning goals and understands how the learning event will help achieve them.
Life's experiences are a primary learning resource; the life experiences of others add enrichment to the learning process.	Relates new material to the mentee's existing knowledge and experience. Guides learning by helping the mentee connect their life experiences and prior learning to the new information.	Brings valuable personal and professional experience to the relationship. Relates experiences to the new learning event.
Adult learners have an inherent need for immediacy of application.	Ensures learning is applicable to the mentee's work or other responsibilities of value.	Learns effectively when there is a specific, work-related problem to be solved.
Adults respond best to learning when they are internally motivated to learn.	Recognizes different learning styles (influenced by personality, intelligence, experiences, education, culture). Adjusts learning strategies to accommodate mentee's learning style.	Aware of own learning style and is willing to adopt and change learning style to accomplish learning goals.





The very, very basics:

We all learn best with a blend of activities that promote the three learning domains:

Cognitive – knowledge

Affective – attitudes/beliefs

Behavioral - application

