

# Friesen, Kaye and Associates



**Friesen, Kaye and Associates**  
The Experts in Knowledge Transfer  
and Workplace Performance

## Maximizing Adult Learning

All learning organizations are continuously challenged to do more with less. This interactive program demonstrates how to maximize adult learning while minimizing wasted time – yours' and the learners'! Go beyond designing Power Points and learn how to incorporate a variety of activities that keep learners engaged, motivated, and having an enjoyable learning experience.

### Who Should Attend?

- Managers, supervisors, key performers charged with overseeing and/or developing learning materials and who have little or no direct experience with instructional design.

### Key Benefits

1. Engage in group activities with your peers as you learn about the actions that support, enhance, and promote learning.
2. Complete an instrument to determine your personal learning style.
3. Identify the presentation methods most suited to the different learning styles.
4. Consider the stages of learning and their implications for training transfer.
5. Experience a variety of ways to test for understanding and provide meaningful practice that increase retention.
6. Take home easy-to-use frameworks and checklists to guide the design and delivery of learning programs guaranteed to maximize adult learning.

### Post-Learning Sustainment

As a participant in an FKA program, you are entitled to complimentary Post-Learning Sustainment:

- **Transfer Strategy:** one-hour online, live-facilitated coaching session (2-3 weeks post program) to maximize and reinforce learning.
- **One-Year Hotline:** connect with our experts to discuss your learning initiatives, lessons learned, successes, challenges and best practices.

# Maximizing Adult Learning

## Objectives

Upon successful completion of this program, you will be able to:

- Describe the phases of an instructional design project
- Apply principles of adult learning to course design
- Use the Systematic Learning Process to ensure learner success
- Plan motivational strategies that encourage adults to learn
- Select presentation methods that address learners' preferred learning styles
- Design higher level questions to test for understanding and improve retention
- Encourage retention and transfer of learning through a variety of application methods
- Plan activities that let adults share their wealth of knowledge and experience
- Incorporate fun into the learning program.
- Enhance the connections with learners through language choices

## Agenda

- Overview and Introductions
- Instructional Systems Design Methodology
- Adult Learning Principles
- Systematic Learning Process
  - Presentation
  - Application
  - Feedback
- Motivational Strategies
  - Initial Motivation
  - Ongoing Motivation
- Learning Styles and Presentation Methods
- Testing for Understanding
- Application Methods
- Wrap-up

