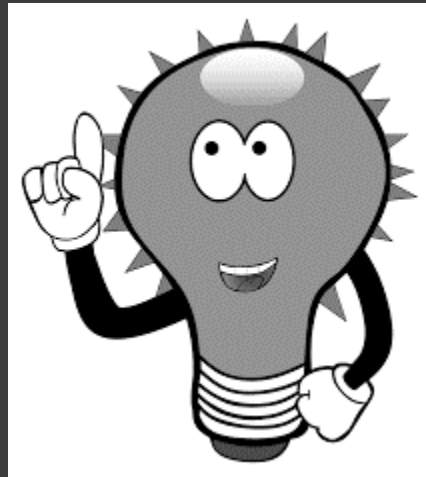


The key to effective learning and
teaching

That beautiful, complex,
amazing thing:
The adult learner

Here's the thing...



Pedagogy: Teacher centred.

- Content focused
- Transfer of knowledge
- Open minded
- Authoritarian/ subordinate



Andragogy: Learner centred.

The science of teaching adults
Knowles, M. (1980).

- We do learn differently.
- We are motivated by different things.



Principal principles

- Self directed and internally motivated.
- Goal oriented.
- Learning must be **relevant**.
- Don't like change.
- Practical.
- Need to be respected.
- Bring life experience and knowledge to learning.

(It's one thing to know the recipe, it's another to bake the cake. Muriel Kelland, 1969.)



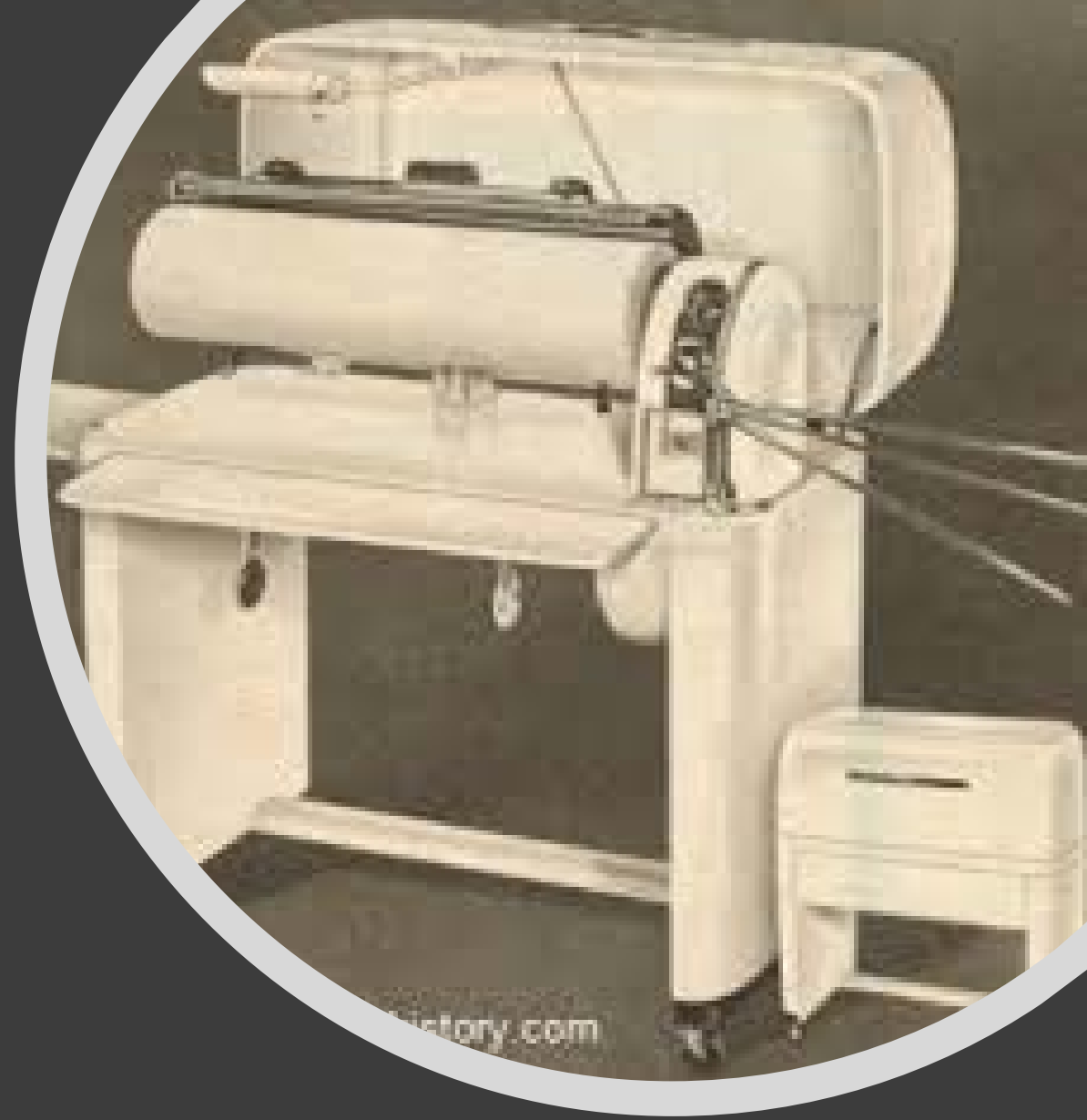
Self directed, internally motivated

- W.I.I.F.M?
- How will I be better off at the end of this learning?
- Provide rationale.
- Share vision.
- Expectations? Ours and yours



Goals

- Objectives and outcomes
- Context
- Big goals
- Little goals



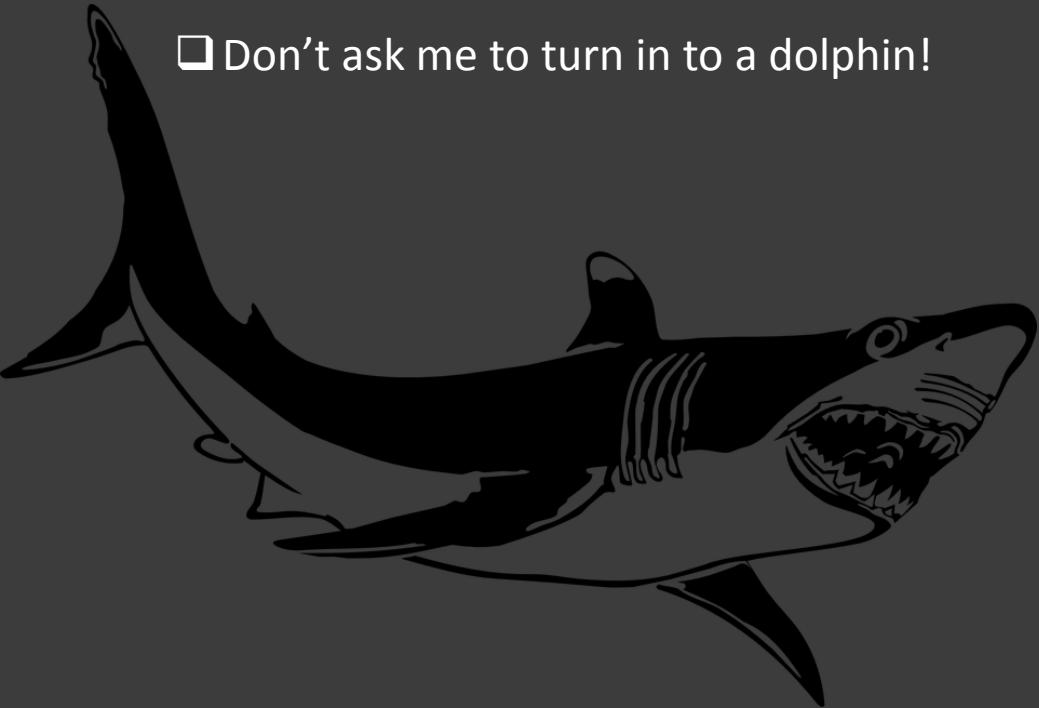
Relevancy

- Work
- Home
- Social life



Don't Like Change

- I like being good at what I already do.
- Don't ask me to turn in to a dolphin!



Practical

- Practice.
- Test.
- Innovate.



R.E.S.P.E.C.T.

- Our perspective.
- Culture- “This is how we do it!” (Montell Jordan, 1995)
- Treat us as equals.
- Model what you want me to know or do.



Life experience

We know stuff, we've done stuff

- Make connections with what we know or have done.
- Ask us to contribute to someone else's learning.
- Be open- we will teach **you** a lot.



Learning Styles

V.A.K.O.G



Top Tips

Be brave:

- If you are a learner, try to apply what you have learned as soon as you get back to real world.
- If you are a teacher, make an effort to add to your toolbox.
- If you are responsible for buying learning and development, negotiate achievement percentages in to your contracts.

