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**Engaging Adult Learners Seminar Series**

*Colorado Accepted Adult Learning Course for Trainer Approval  
12 Hours*

This seminar series covers 3 focus areas that will present and build on basic adult learning principles to introduce, explore and expand presentation strategies and planning skills for adult educators to more effectively meet the needs of their audience. We will focus on how to plan and present content in an engaging manner and to better promote action and implementation of the content presented. Participants will have the opportunity to assess their own strengths and styles, clarify their individual professional goals regarding effectively education adults and develop a professional development plan. This series will provide a variety of practical presentation and training strategies to engage adult learners, how to make the content meaningful and relevant to the audience, and to meet diverse and individual needs of learners and presenters.

(Optional: Presentation practice can be included if the number of participants is limited to 15 people and if participants complete homework assignments and preparation between sessions.)

**1. The 4 M's to Engage Adult Learners: Using Multiple Intelligences to reach ALL Learners**

This first session will be a facilitated discussion and exploration of how to implement practical, intentional and effective instructional strategies for novice and experienced adult educators. Participants will deepen and broaden their understanding of using a systematic approach to engage adult learners based on Gardner's theory of Multiple Intelligences and strategies based on Constant Hine's 4 M's of adult education: Magnetic, Meaningful, Memorable and Mobilizing. Practical planning and instructional strategies will be introduced, modeled and demonstrated to differentiate the needs of and engage ALL adult learners. Strategies will be presented to help engage learners with the content, to better ensure learners experience the content as meaningful, relevant and applicable to their personal situations, and actually take action and change their own practices. The exploration in this session is to embrace the parallel process of modeling how to teach adults the way we want them teaching children.

**2. Know Your Audience & Know Thyself**

Participants will examine the relationship between their own learning and teaching strengths and their effectiveness of engaging ALL learners with diverse strengths and needs. Each participant will examine their personal learning and teaching styles and complete self assessments using a variety of models and create a professional development plan for expanding their presentation skills. Robert Hanson's *Speak to 4 Audience* model will be introduced as a basic framework for planning engaging presentations. We will explore simple tips to identify indicators of the diverse needs and strong intelligences of adult learners. We will explore the need to balance the scope of



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content presented with the learner's needs, interests as well as their current base of knowledge and precious experience.

A practical hands on experience during this session combined with between session homework activities will be included for participants to focus on the scope of content, learning objectives and basic design to meet diverse needs for a specific workshop of their choice.

### **3. Putting the Pieces Together & The Planning Process**

We will review how to put all the pieces together – planning the content, selecting engaging presentation strategies, clarifying the audience's needs and strengths. We will examine how to balance the coverage of content with providing meaningful engaging learning experiences for the audience to interact with the content in the timeframe you actually have to work with.

Participants will be introduced to a variety of practical strategies for engaging adult learners and presenting information so learners connect with and meaningfully learn and apply the content being presented. Participants will focus on identifying key messages and selecting engaging strategies for the specific topic or training of their choice for practical hands on practice during this session.

A practical hands on experience during this session combined with between session homework activities will be included for participants to identify key messages and select engaging instructional and presentation strategies to meet diverse needs for the specific topic of their choice they started in the previous session.

### **Optional Support Strategies to Deepen Practices & Sustain Change**

#### Additional Training Topics

The following are additional training topics to Engaging Adult Learners that can be delivered in any of the following modalities: Onsite / Face to Face, Video Conference , Live Webinars, Pre-Recorded Webinars or Teleconference:

- *Creating Engaging Openings & Powerful Closings*
- *Bringing Who You Are to What You Teach: Passion Engages!*
- *Presentation Logistics*
- *Meaningful Assessment & Evaluation*
- *Protocols for Practice, Observation & Feedback*

#### Facilitation, Consulting & Coaching

Facilitated Group Forum, Small Group Facilitation, Individualized Coaching and Development of Adult Educator's/TTA Learning Communities, described in detail on the following pages, are a variety of support strategies that Horizons In Learning can provide to:

- broaden and deepen the knowledge and skills learned in formal learning seminars/meetings
- facilitate effective implementation for sustainable change,
- individualization to meet specific needs of TTA staff, teams or needs of specific programs
- support the regional or local organizational and infrastructural support for the professional development of adult educators/TTA staff
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<b>Deepening Practices &amp; Sustaining Change</b>	
<p><b>Facilitated Group Forum</b></p> <p>This can be delivered live (in person, by webinar, video and/or teleconference) or pre-recorded (webinars or audio) in response to needs and questions previously submitted</p> <p>Choice of delivery:</p> <ul style="list-style-type: none"> <li>▪ Onsite / Face to Face</li> <li>▪ Video Conference</li> <li>▪ Live Webinars</li> <li>▪ Pre-Recorded Webinars</li> <li>▪ Teleconference</li> </ul>	<p>Horizons In Learning will facilitate group dialogue and discussion and provide tutoring, technical assistance, mentoring, coaching with the group to broadcast successes and to address questions, needs, or concerns an individual or the team is experiencing.</p> <p>This forum often becomes the foundation for a learning community, an ongoing structure for strengthening the professional development of the individuals.</p>
<p><b>Small Group Facilitation/Coaching</b></p> <p>This are best when delivered live (in person, by webinar, video and/or teleconference)</p> <p>Choice of delivery:</p> <ul style="list-style-type: none"> <li>▪ Onsite / Face to Face</li> <li>▪ Video Conference</li> <li>▪ Live Webinars</li> <li>▪ Teleconference</li> </ul>	<p>Horizons In Learning will offer small group or team facilitation and coaching sessions for small groups of participants/TTA staff. These small groups provided individualized support for self and collective reflection, to debrief and discuss their progress, success and challenges of implementing learned information, presentation skills, strategies and/or their individual action plans to achieve professional development goals. This can also include review, feedback and action planning using video recordings of training presentations made by TTA staff.</p> <p>The groups can be differentiated by any choice of focus including: mutual goals/needs, geographic location, roles or responsibilities, or topics to be developed for trainings/workshops.</p> <p>In addition these small groups are often helpful to facilitate and support the development of team building, peer support and coaching.</p>
<p><b>Individualized Coaching</b></p> <p>Choice of delivery:</p> <ul style="list-style-type: none"> <li>▪ Onsite / Face to Face</li> <li>▪ Video Conference</li> <li>▪ Teleconference</li> </ul>	<p>Horizons In Learning will offer individual coaching sessions for participants/TTA staff to discuss success and challenges of planning training topics, implementing the strategies learned in the Engaging Adult Learners seminar series, team building and/or how to promote effective training and sustainable change in a organization or program.</p> <p>This can also include review, dialogue, feedback and action planning using video recordings of training presentations made by TTA staff.</p>
<p><b>Adult Educator's Learning Community Development</b></p>	<p>Horizons In Learning can support the development of a infrastructural systematic approach to create an adult educator learning community to ensure effective and engaging</p>



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	<p>practices are sustained over time, to promote team building and deepen and broaden intentional professional practices.</p> <p>This can also include creating protocols for peer and teams support to observe, dialogue, give feedback and clarify action plans using video recordings of training presentations made by TTA staff or observing peer presentations.</p>
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