Designing Interactive Learning What's on the Menu?

DCASTD Instructional Design SIG

Webinar – September 14, 2011
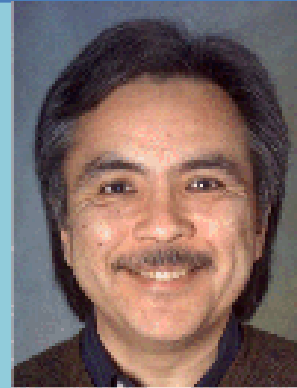
Michael Randel

Welcome!

Presenter

Michael Randel

Host

Rob Robles

Today's Purpose

Goal

– Participants in your programs are engaged and motivated to apply new ideas and approaches in their professional practice

Objectives

– You have an overview of approaches in the Interactive Learning Matrix ©

– You have selected an interactive learning activity to incorporate into the design of a current or upcoming program

Warm-up Question:

Share one characteristic or feature of an engaging and interactive learning event in which you were a participant.

Please type your responses in the Group Chat pod

Today's Agenda

- The Need for Interactive Learning

- The Interactive Learning Matrix©
  - Interactive Learning in Face-to-Face Sessions
  - Interactive Learning with Technology Support

- Lessons

- Resources

Interactive Learning?

Case Study

A Global Organization

4 day conference with 500 participants

Clear feedback from the last event:

Boring!

What the VP and conference team wanted:

Interactive Learning!

Does learning need to be interactive to be engaging?

Yes	No

Please type your response in the appropriate Chat pod

THE INTERACTIVE LEARNING MATRIX©

Learning Outcomes

Introduced to New Ideas
(Information, Knowledge, Perspectives,
Skills & Experiences)

Reflect on Past
Experience

Compare/Contrast with
Current Practices

Build Skills & Experience

Apply and Plan
for the Future

Interactive Learning Matrix©

Individual					
Pairs/Triads					
Small Group					
Clusters					
Plenary					

"Best Summary"

1. Each participant prepares a summary of the main points of a presentation.

2. Teams of participants switch their summaries and select the best summary from each set.

3. Read the best summary from each group aloud.

"Best Summary"
Online Adaptation

In the Group Chat:

Write a summary statement of any interesting content introduced up to this point.

Review and read selected summaries aloud.

INTERACTIVE LEARNING IN FACE-TO-FACE SESSIONS

Designing Interactive Openings

Used to:

- introduce participants to one another,
- preview main points,
- orient participants,
- form teams,
- establish ground rules,
- set goals,
- reduce initial anxieties,
- or stimulate self-disclosure
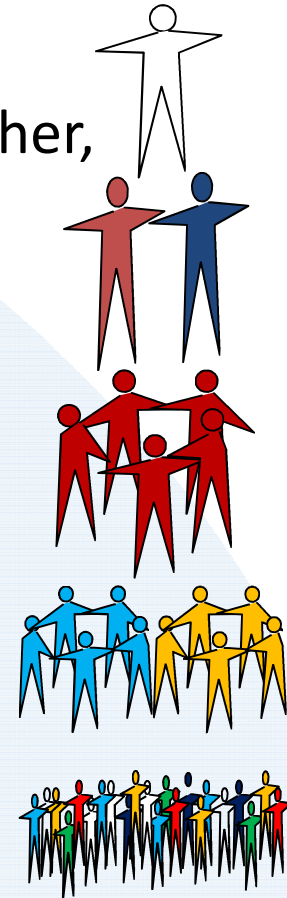
Provide New Ideas
(Information, Knowledge, Perspectives, Skills & Experiences)

Poll:

Provide New Ideas
(Information, Knowledge, Perspectives, Skills & Experiences)

Lecture/ Presentation
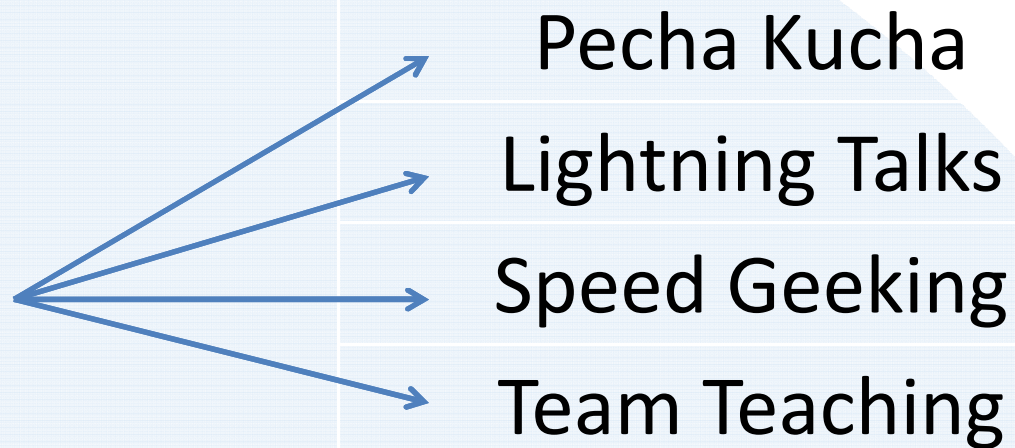
Pecha Kucha

Lightning Talks

Speed Geeking

Team Teaching

Provide New Ideas
(Information, Knowledge, Perspectives, Skills & Experiences)
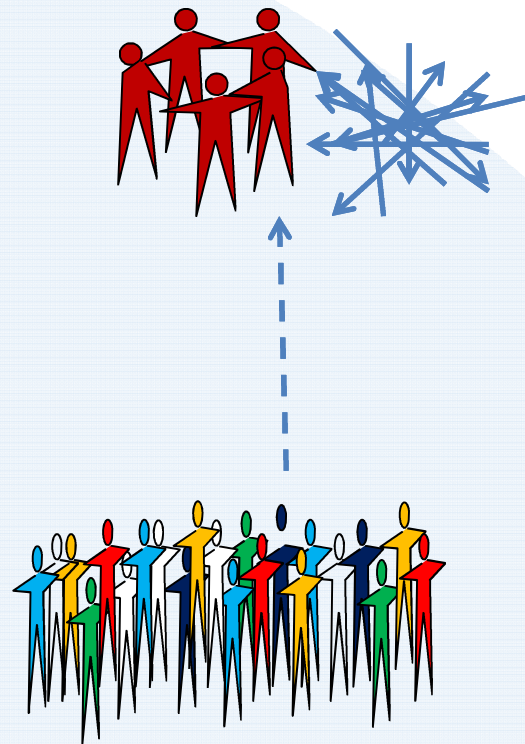
Panel Discussion

Provide New Ideas

(Information, Knowledge, Perspectives, Skills & Experiences)

Panel Discussion

Chat Show
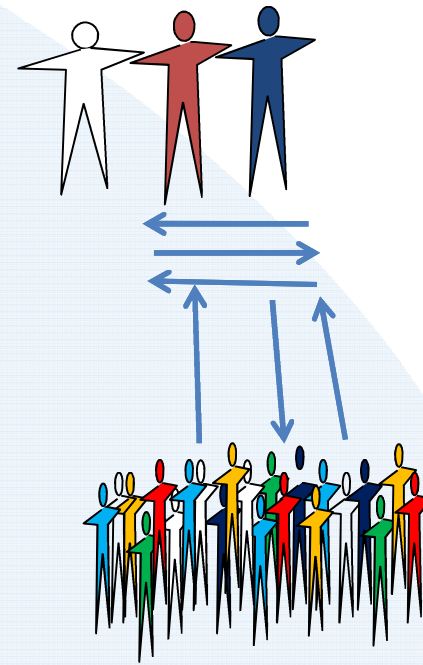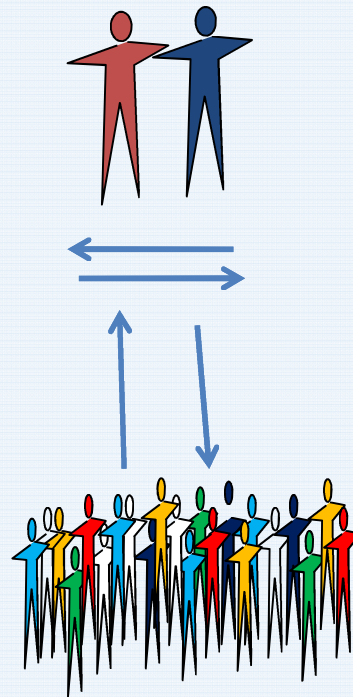
Reflecting, Comparing, Practicing & Planning

				Peer Mentors
		Press Conference		
	Knowledge Cafe			
			Field Trip	
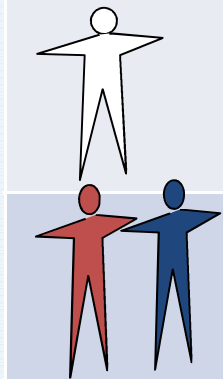
Designing Interactive Closings

Used for:
- reviewing main points,
- tying up loose ends,
- planning application activities,
- providing feedback,
- celebrating successful conclusion,
- and exchanging information for future contacts
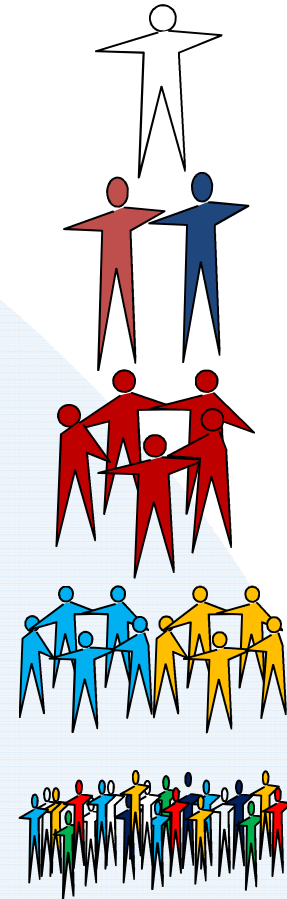
36 Formats for
Interactive Lectures
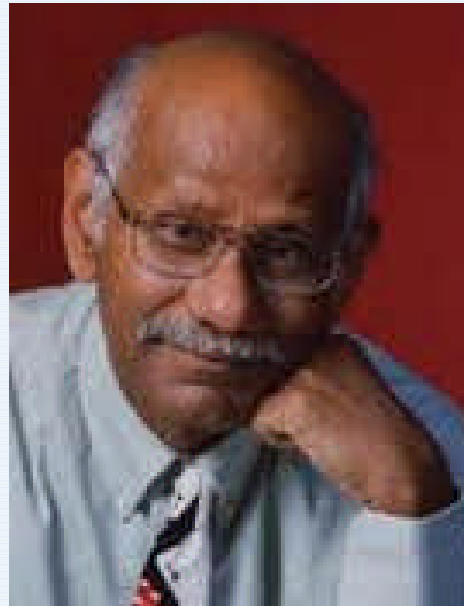
www.thiagi.com/interactive-lectures.html

Superlatives

What is the most interesting concept you have heard about so far?

Please type your responses in the Group Chat pod

INTERACTIVE LEARNING WITH TECHNOLOGY SUPPORT

In Face-to-Face Sessions

Online Surveys

Audience Response Tools

Micro-chatting

In Virtual Sessions

Same Time/ Different Place (Synchronous)	Different Time/ Different Place (Asynchronous)
▪ Webinar ▪ Twitter meeting	▪ Online Discussion ▪ Virtual Conference

Webinar

Webinar

PREP Model for Webinars

- Prepare

- Rehearse

- Execute

- Post-Mortem

With thanks to
Darlene Brady Christopher
Web Conference Guru

Twitter-Meeting

http://lrnchat.com is a Twitter-based real-time discussion on

Takes place from every Thursday night 8:30-10pm EST / 5:30-7pm PST
    (An earlier session is run for people in Europe and elsewhere)

A new Question every 15 minutes:
Q1) "What if" is today's theme. What if HR was all focused on human resources (not just policies, benefits, liabilities)?
Q2) What if the "Learning" department only focused on learning, rather than training, course development, schedules?
Q3) What if managers really managed? What could they be managing more of & what would they be doing less of?
Q4) What if supply actually followed demand? How would orgs be different? Especially L&D, HR, mgmt & leadership?

Transcription of each chat is posted on the website

Online Discussion

Brenda Hallowes - 12:50am Sep 15, 2005 GMT (4.)
Tutor for ACE at Univ. of KwaZulu Natal. Mentor

Purpose Checklist

I am attaching my checklist.

Enclosures: 3c400a12_Purpose & Assessment.doc

Nancy White - 12:59am Sep 15, 2005 GMT (4.1)
Facilitator (IM and Skype: choconancy)

Adding Synchronous

Brenda, the real leap here seems to be adding the synchronous and perhaps increasing the group interaction to wha

Are there bits of the curriculum that could lend themselves to a group online synch event that asks them to figure s
else and offer their advice and questions? (I don't know why, but I seem to be focused on cases today!)

What I have found valuable as a student in a predominantly solo learning experience is to get the different perspecti
what's missing in a solo and could possibly add a lot for your group. But it has to have a real connection to the curri
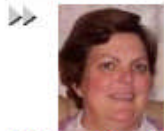
Brenda Hallowes - 01:15am Sep 15, 2005 GMT (4.1.1)
Tutor for ACE at Univ. of KwaZulu Natal. Mentor

yes!

Hi Nancy Yes, I'm all fired up to try a few tricks with my group. I am certainly going to experiment with a synchronou
will add a bit of fun.

Joitske Hulsebosch - 03:12pm Sep 26, 2005 GMT (4.2)

Open university online failure

Hi Brenda, I read your purpose checklist yesterday (as well as the others), it's interesting reading

Your is different from my case I think in the sense that in my case the focus is on teacher-teacher peer learning from
own open university subject I did. We had an online space, but it was limited to everyone posting their responses t
already much better because you can facilitate that interaction.

www.RandelConsultingAssociates.com
SUPPORTING THE EFFECTIVENESS OF INDIVIDUALS, TEAMS AND ORGANIZATIONS

Participant 1 (South Africa) posts an assignment

Instructor posts a response

Participant 2 (Netherlands) follows up – 10 days later…

Virtual Conference

Wednesday, March 30

5 AM US PST	Daily pre-recorded presentations available at 5:00 am US Pacific Time
Prerecorded One	Michael Randel, Management Consultant, Leadership & Organizational Effec...
Prerecorded Two	Robin Good, MasterNewMedia and Kolabora
1 PM US PST Happy Hour	Live online chat to debrief the day's presentations.

**Working Virtually at the World Bank - the challenges of virtua...
environments**
Michael Randel
Leadership & Organizational Effectiveness, The World Bank

The World Bank is the largest lender of financial support to developing c...
reduction programs. With a growing number of staff based in locations al...
collaborate across national and technical boundaries to meet the Bank's ...
organization, the Bank is facing head-on the challenge of enabling effec...
poverty by drawing on the experience of its staff of more than 160 natio...
facing the Bank, and some of the lessons it is learning about working virt...
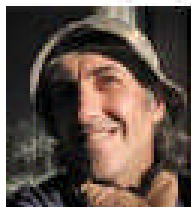
Grassroots real-time collaboration tools
Robin Good
Publisher and Chief Editor of MasterNewMedia.org, Kolabora...

Learn about cost-effective and easy-to-use tools and technologies that c...
real-time with your partners, suppliers and colleagues.

1. Watch the recorded presentation

2. Interact with presenter & others in discussion area

3. Participate in Live Online chat each day

LESSONS FROM APPLYING THE INTERACTIVE LEARNING MATRIX

Lessons

- Presenters and Subject Matter Experts won't always see the benefit of interactive learning… at first

    "Won't it just require more preparation time?"

- Participants respond positively to the invitation to be more engaged and involved in the learning process…

- …so long as there is a rhythm to the process

    Don't use too many techniques without good reason

- Be Creative!

    Borrow, Adapt, Co-create, Be Inspired

- And Have Fun…

IN CLOSING

Case Study

That Global Organization's 4 day conference with 500 participants?

Clear feedback from this year's event:
Much More Engaging and Interactive!

What the VP and conference team got?
Interactive Learning!

Highlights

Review your notes and identify insights that stand as highlights from today's session.

Application

What is one new (to you) interactive learning technique you will use in a learning event?

Resources

Face to Face Events	Thiagi's 36 formats for interactive lectures Pecha Kucha Lightning Talk Speed Geeking Chat Shows Knowledge Café
Using Technology	SurveyMonkey Audience Reponse Tools: Turning Point Twitter in learning events and education PREP model for webinars Virtual Conference example

Randel|Consulting|Associates

Michael Randel has more than 20 years experience designing and facilitating interactive learning events for clients all over the world. His experience of working with clients from more than 25 countries has resulted in a unique framework for designing interactive learning experiences that can be applied in groups of all sizes, whether meeting in person or virtually.

Michael's broad experience ranges from coaching individuals to designing and running learning programs for up to four hundred people. He builds the capacity of his clients to develop and run their own engaging programs, whether face-to-face or virtual.

Michael founded Randel Consulting Associates in 2006, a Maryland-based firm that works with clients at local, national and global levels. His clients describe his work as being "instrumental in framing and planning the event according to our learning needs and our intended audience." He holds a Master's degree in Social and Organizational Learning from George Mason University, and has published a variety of handbooks and articles.

Michael is a Certified Professional Facilitator and is an active participant in the Metro DC Chapter of ASTD.

Follow Michael on Twitter @mrandel

Organization Development

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