



1 PRELIMINARY EXERCISE - HOW PEOPLE LEARN

OBJECTIVE:

People learn different things from a range of people in a variety of environments – formal and informal. This exercise encourages people to reflect on how they best learn.

PREPARATION NEEDED:

- a) Photocopy or write up the briefing for the exercise.
- b) Plan how you will make your input e.g. will you give out the handouts, give a short talk etc.

TIMING:

The exercise will take approximately 40 minutes.

METHOD:

- 1 Explain the objective of the session.
- 2 Suggest that participants complete the following lists:
 - (a) Two things they learnt from a friend who is the same age.
 - (b) Two things they learnt from their parents or their parents' friends.
 - (c) Two things they learnt from someone whose job it was to teach them, eg, a school-teacher or an elder in the community.
- 3 Encourage them to discuss in pairs how the learning took place - what happened that encouraged them to learn?
4. Whilst remaining in pairs, ask them to contrast the three different learning experiences - from friends, adults and 'teachers'. What was the same? What was different?

5 Gather together as a group and consider the following overall questions:

- What specifically did they learn in each case?
- What particular situation encouraged them to learn?
- What was it about their approach to the learning that helped them to learn?
- What was it about the approach of the people that they learnt from that helped them to learn?

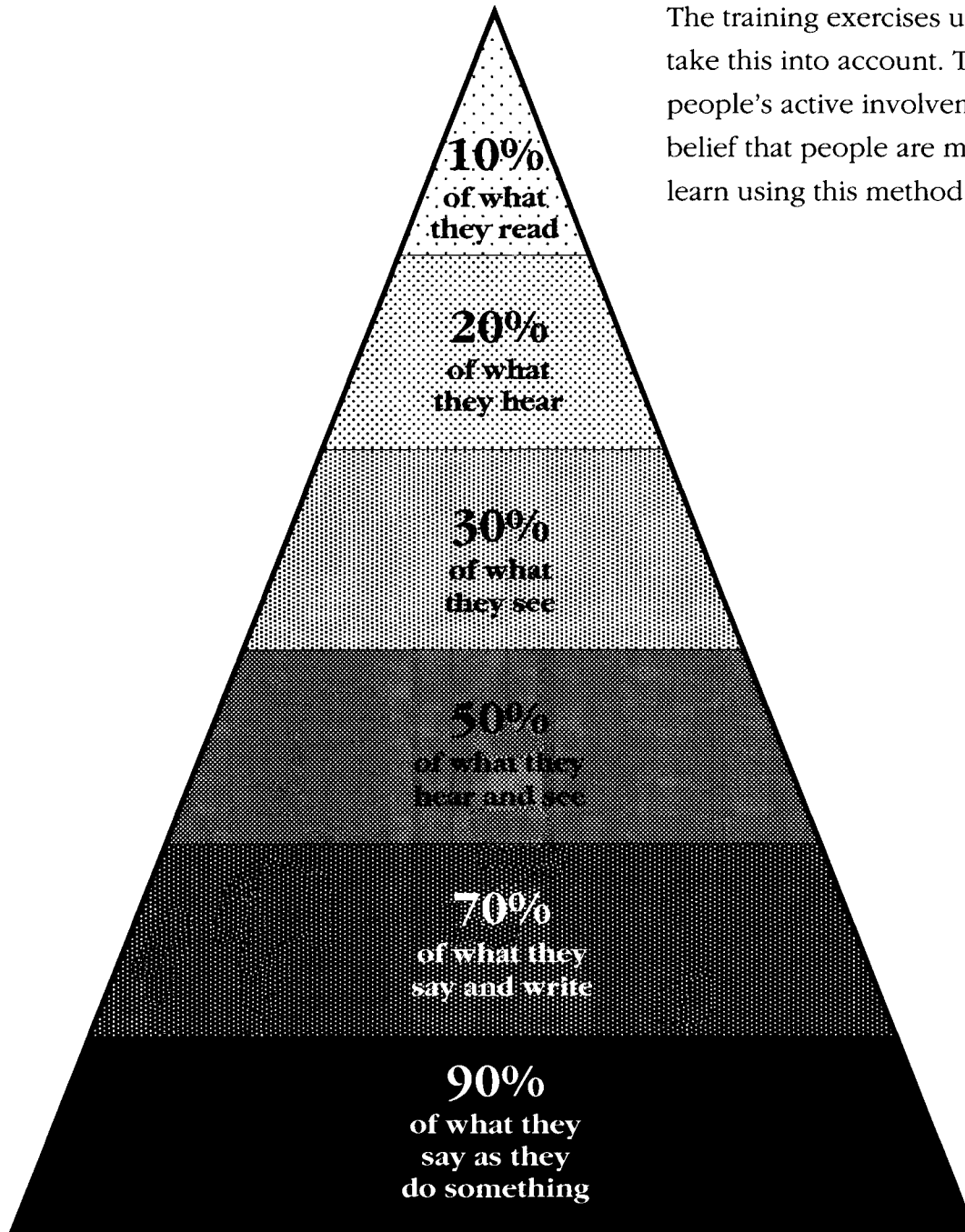
Answers can be written up on newsprint or on a blackboard.

6 The trainer needs to summarise the points made by the group and include some of the points made in the handouts which accompany this session.

DALE'S CONE OF EXPERIENCE

Adapted from Wiman & Mierhensy 'Educational Media'

PEOPLE GENERALLY REMEMBER



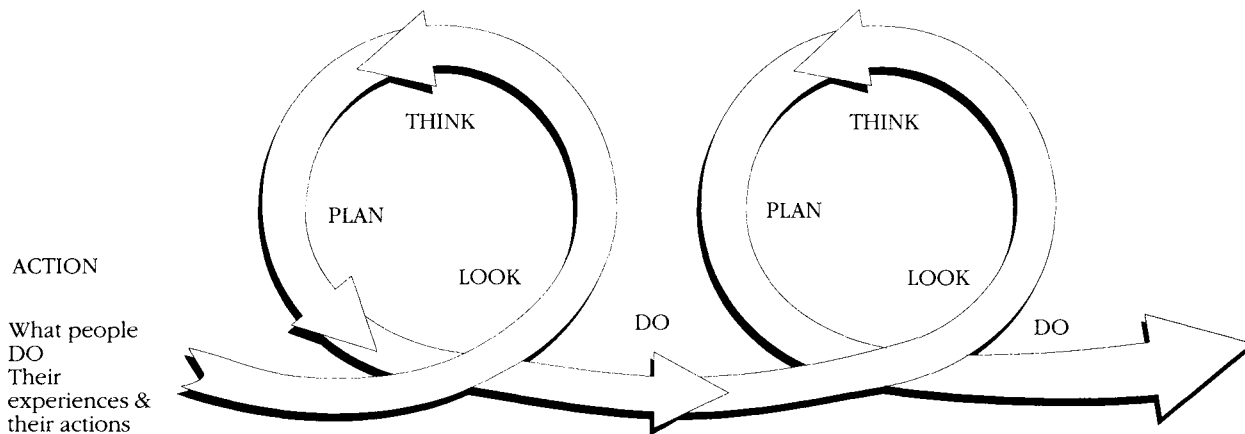
The training exercises used here take this into account. They require people's active involvement in the belief that people are more likely to learn using this method of training

REFLECTION AND ACTION: A WAY OF APPROACHING TRAINING

This training package uses this model as the basis of learning. It starts with people's experiences, asks people to examine these, there is some additional input on the thoughts of others and after this participants plan how to incorporate their thoughts into their programme.

It recognises the value of people's experiences and the contribution these experiences can make. This approach is particularly useful where you are looking at people's attitudes and values.

REFLECTION



Taken from Training for Transformation by C. Hodzi et al, published by Mambo Press