

Adult Learning: Creating Engagement and Motivation

A Virtual Classroom Storyboard and Guide for the HNSW Instructors

Arrive at the training broadcast venue early and confirm


1. That the link sent via email for access to Live Meeting is working
2. Request the technical support person at your end to fix any connection problems
3. You have a link to the post session survey you can share at the end of the session
4. Ensure you are able to record the session
5. Email any handouts
6. Have the hard copy of slide deck in front of you


30 minutes before training



1. Load the training deck
2. Commence broadcast of the opening slide deck
3. Complete sound checks
4. Chat with any early participants

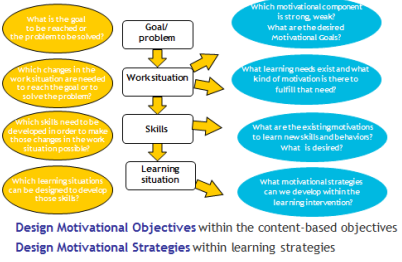
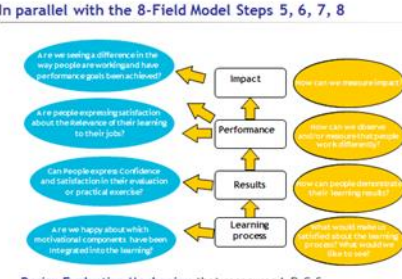
Upon training Commencement



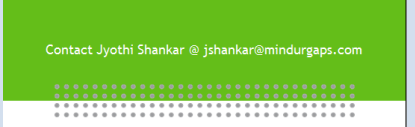
1. Ensure everyone is seeing what you are displaying
2. Ensure everyone knows how to use Live Meeting tool to chat, go into breakout rooms, raise their hand and respond to polls
3. Ensure your cell phone is on Silent and you do not check emails for the next hour

Frame and Time	Learning Content	Method	Graphic/Thumbnail	Narrative	Interaction /Task	Notes
1	Title and Start of Overview section	PPT		Now that we have everyone set up and running let us start. Hello, my name is.....and am your instructor today. The title of the course is.....and we will start with the overview.	Go to slide show mode	
2	Learning Objectives	PPT	<p>Course Objectives</p> <ul style="list-style-type: none"> To understand what is ARCS To apply adult learning theory to build training Work through examples that reinforce use of ARCS 	By the end of this session, you will be able to <ul style="list-style-type: none"> •Understand what is ARCS •Apply adult learning theory to build training •Work through examples that reinforce use of ARCS 		
3	Motivations to learn Hearing from participants	PPT and Live Meeting “hand raises” Control of mic to the responder	<p>What Motivates us to Learn?</p> <ul style="list-style-type: none"> As an adult, in your experience, what have been your motivations to learn? 	<p>[A good way to engage people from start and start talking]</p> <p>Let us start by asking you a question, “Why do you want to Learn? What Motivates you?”</p> <hr/> <p>Next question: Why don’t you want to learn? What’s stopping you?</p>	Check show of hands, click on one for the person to answer with mic control. Get 4 to 5 responses to each of the 2 questions	

<p>3a</p>	<p>Summarizing the themes of responses from participants</p>	<p>PPT</p>	<p>What Motivates us to Learn?</p> <ul style="list-style-type: none"> As an adult, in your experience, what have been your motivations to learn? <p>Discover new topic Develop new skills (correct mis-practices by learning new ones)</p>	<p>Good responses. So these are common themes. Situations common to many of you</p>	<p>Animation - Click arrow for next box to appear</p>	
<p>3b</p>	<p>Summarizing motivations to learn</p>	<p>PPT</p>	<p>What Motivates us to Learn?</p> <ul style="list-style-type: none"> As an adult, in your experience, what have been your motivations to learn? <p>Discover new topic Develop new skills (correct mis-practices by learning new ones)</p> <p>Personal Interests in the topic Opportunities for new job Being curious Doing something different today</p>	<p>[Read out what is in the boxes and relate it to what people said]</p>	<p>Animation - Click arrow for next box to appear</p>	
<p>3c</p>	<p>Summarizing motivations to learn</p>	<p>PPT</p>	<p>What Motivates us to Learn?</p> <ul style="list-style-type: none"> As an adult, in your experience, what have been your motivations to learn? <p>Discover new topic Develop new skills (correct mis-practices by learning new ones)</p> <p>Personal Interests in the topic Opportunities for new job Being curious Doing something different today</p> <p>Learning simply motivates me. Makes me feel as if I've grown. Better understanding what I need to do in my role.</p>	<p>[Read out what is in the boxes and relate it to what people said]</p>	<p>Animation - Click arrow for next box to appear</p>	
<p>4</p>	<p>What does ARCS stand for</p>	<p>PPT</p>	<p>KELLER's ARCS Model</p> 	<p>State the terms: A – Attention R - Relevance C – Confidence S – Satisfaction</p> <p>We are motivated by WIIFM</p>	<p>Ask what is WIIFM</p> <p>Check show of hands, click on one for the person to answer with mic control. Get 4 to 5 responses</p>	
	<p>Detail on ARCS</p>	<p>PPT</p>		<p>Attention - gaining attention involves capturing and</p>		

			<p>KELLER's ARCS Model</p> 	<p>maintaining the learner's interest Relevance - personal significance and value the learner attaches to achieving the learning objectives Confidence- learner's expectation of success Satisfaction - Learner satisfaction is derived from achieving the performance goals</p>		
<p>5</p>	<p>How is ARCS implemented when on a project</p> <p>Can we establish Motivational Objectives</p>	<p>PPT</p>	<p>Implementing ARCS</p> <ul style="list-style-type: none"> • Perform Audience Analysis • Develop Motivational Objectives • Select Appropriate Strategies • Design Evaluation Mechanism 	<p>Analyze the audience to determine which of the four motivational categories are strong and which are weak. Develop motivational objectives within content-based objectives. Example of instructional objective may be like 'At the end of the course the tel worker should be able to troubleshoot and pinpoint fault' Motivational objective could be that tel worker should rate Confidence factor as high.</p>		

<p>6</p>	<p>How does motivation relate to the first four steps of the eight field model?</p>	<p>PPT</p>	<p>In parallel with the 8-Field Model Steps 1,2, 3, 4</p>  <p>Design Motivational Objectives within the content-based objectives Design Motivational Strategies within learning strategies</p>	<ol style="list-style-type: none"> 1. Which motivational component is strong, weak? 2. What are the desired Motivational Goals? What learning needs exist and what kind of motivation is there to fulfill that need? 3. What are the existing motivations to learn new skills and behaviors? What is desired? 4. What motivational strategies can we develop within the learning intervention? 		
<p>7</p>	<p>How does motivation relate to the second four steps of the eight field model?</p>	<p>PPT</p>	<p>In parallel with the 8-Field Model Steps 5, 6, 7, 8</p>  <p>Design Evaluation Mechanism that measures A-R-C-S</p>	<ol style="list-style-type: none"> 1. How can we measure impact? 2. How can we observe and/or measure that people work differently? 3. How can people demonstrate their learning results? 4. What would make us satisfied about the learning process? What would we like to see? 		

8	Summary	PPT	<p>Motivation Design Summary</p> <p>To keep your Learning Intervention Effective, Energetic and Engaging</p> <ul style="list-style-type: none"> Build Motivation into Content <ul style="list-style-type: none"> Get their Attention Keep it Relevant Build their Confidence Get their total Satisfaction 	Hopefully today we have shown you one more way to better analyze audience needs, build even better learning solutions and create greater impact as learning consultants.	Switch to Live Meeting for next frame	
9	Knowledge Check!	Live Meeting	<p>Which of the following is not a part of ARCS?</p> <p>A. Attention</p> <p>B. Retention</p> <p>C. Confidence</p> <p>D. Satisfaction</p>	You will see the four choices of answers on your screen. Now pick the one which is not in the acronym of ARCS.		
10	Results of Knowledge Check	Graphical display of results	Answer is B	% of you who got it right were ____		
11	Conclusion	PPT		What's the Good Word? A-R-C-S		
12	Contact information	PPT		For any questions and comments, you can contact me at	Switch to LM	
13	Feedback link	Live Meeting link	See the link on LM	Click link on LM. Please ensure you take 5 minutes to complete the questionnaire and give me your feedback		
14	End Session	Live Meeting	Blank	Thank you for your attendance!	Exit Live Meeting	