How do you make training sessions more active?

It all starts with your audience …

Do you know your audience?

If you do not know your audience in advance of the session, you can always conduce a quick investigation to help you gauge the level of the session.

Be prepared to make small adaptations, like slowing down the pace for example.

Then think about possible scenarios involving online sessions:

* Everyone is online;
* Only trainer is online – presenting to an audience siting in a classroom/auditorium;
* Trainer in a classroom with part of the audience – more audience participating online.

Does the scenario affect the interactions between learners and trainer?

Plan for engagement in the virtual environment:

* Design to engage – This is a visual medium, less text and more images, images can help to tell stories, introduce content interactively (using virtual tools).
* Facilitate discovery learning – Ask good questions: lower cognitive questions (check for knowledge, stimulate recall) and higher cognitive questions (encourage interpretation, stimulate thinking, deepen student’s experience of the topic).
* Build virtual presence – It helps the trainer to be perceived as a “real” person.
* Interact and solve problems – Interact frequently, keep “lecturing moments” short, use good listening and questioning skills to encourage open discussions.

These are some of the topics we plan to discuss with you in the session “How do you make your training sessions more active?”, but we need a hand to prepare it.

Would you help us to build this session?

If you have a few minutes to spare, please help us to prepare this session by answering three short questions at <https://docs.google.com/forms/d/1vTWipiXarYV4fH5YrEl8B_gFIDaAM1alVbo80bire6M/viewform?usp=send_form>

The questionnaire is anonymous and the answers submitted until Friday 20 May will be part of our session.

No time for submitting the questionnaire? Don’t worry. Just come to the session full of questions and ideas to share with us.

Looking forward to seeing you online,

Vesa and Lu