

Exercise 5:

What is the Magic in Doing Conversation Instead of Training?

TRANSFORMING
F2F WORKSHOPS TO
REMOTE TRAINING

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What is the Magic in Doing Conversations Instead of Training?

Exercise 5 – Instructions

The typical mode of learning in virtual training as well as face-to-face learning is the “telling mode.” Many of us tend to “instruct” learners on what they ought to learn. Adult learners clamp up and stay passive the whole training. In this video, our guest is Steve Oliver, Training Leader from Trussway Manufacturing. He was sharing his stories on how he discovered that doing conversations is more effective than training.

Print this document. Preview the video. Then write your own thoughts and impressions on key ideas. Use the right column of the document. Have fun.

Please send email at rayj@vignetteslearning.com if you want more of this type of exercises.

Have fun!

A handwritten signature in black ink that reads "Ray". The script is fluid and cursive, with the "y" having a long, sweeping tail.

Ray Jimenez, Ph.D.

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Exercise 5 - Worksheet

Video interview between Ray Jimenez and Steve Oliver. [Click here](#)

Key Ideas in Conversations	What are your insights?
Are you pushing training instead of pulling people to learning?	
What are the two most important questions?	
What else do you talk about if not training?	
I don't need more information, I am fine, thanks. I am ok? How do you narrow down the 10 steps into 2? We created shortcuts, will that benefit you? I didn't know. Tell me more. Did you know (blank)?	
Three questions: "Do you have this file?" "Is the software set up?" "Do these commands work?" They are struggling and not knowing it.	
If there is a NO to these three questions, It means they need help. But they don't know they need help.	
Wow, these commands are cool. I didn't know they exist.	