

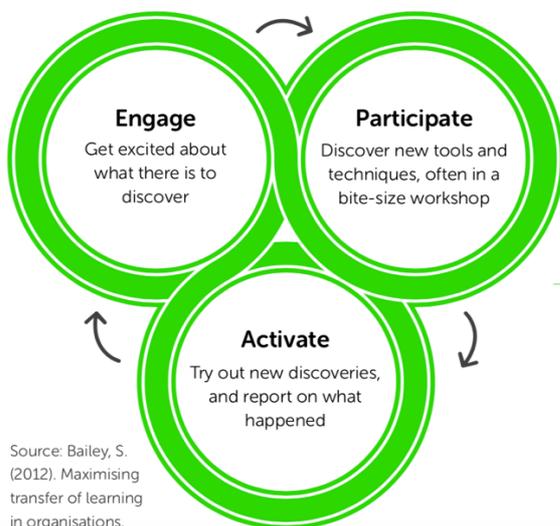
A quick guide: Transforming Practice through Targeted Training

Changing practice to produce positive outcomes for children and young people is the very basis of staff CPD.

The challenge is to do this effectively.

This quick guide outlines how a targeted approach, informed by sound psychological thinking about learning, can maximize the transfer of learning into practice.

Applying this 3-phase approach, with training delivered in a targeted, meaningful way encourages participants to not only engage with the learning but also try it out.



Research has indicated that this approach can lead to

87%

of participants applying their learning at work.

What recent participants from our training programmes have said...

“The perfect combination of theory, discussion, practical skill development and advice giving.”

“This course gives us time to think and consider how we support children and put that into action”

ENGAGE

Getting people interested and engaged is essential for learning to take place. Put simply, where there is a lack of engagement there is a lack of learning. Use of clear communications about purpose of training; posters; emails; brief questionnaires, etc.. can be really powerful ways of engaging interest *prior* to the learning event.



PARTICIPATE

Delivery of content in a way that is meaningful to individual participants so that they can get an immediate sense of how it would make a positive difference to their practice. And further, participants can help shape the content through their engagement with it. Greater engagement; greater participation; greater learning!

ACTIVATE

The important bit – transferring learning into practice. This requires not only individual motivation to do so but the context to be supportive too. Setting clear goals; establishing collaborative feedback teams; supportive managers; observations of practice all contribute to and enhance the possibility of successful learning transfer.



For training programmes that promote positive outcomes contact us

Web www.futuresinmind.org • Email enquiries@futuresinmind.org • Phone 07905784610

“Making a positive difference to the lives of children, young people and those who support them through the application of psychology”