

# ***Becoming a Learning Leader for Your Volunteers***

Barry Altland, *Head, Heart and Hands Engagement Collective*, Facilitator/Non-Profit Leader  
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## **Kirkpatrick's Four Levels of Learning Evaluation**

Level IV –

Level III –

Level II –

Level I –

## **The Learner Engagement Model**

<b>Learner Engagement Modalities</b>	<b>Air Time</b>
Facilitator or Content Source → Learners	
Learner → Facilitator	
Learner → Content	
Learner → Learner	
Learner → Self	

Learner to Facilitator:

Learner to Content:

Learner to Learner:

Learner to Self:

## **Top Tips for PowerPoint and Worksheet Content Development**

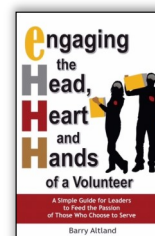
### ***Head, Heart and Hands Engagement Collective***

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## The Power of Open-Ended Questions as a Facilitation Tool

Open-ended questions usually begin with W\_\_\_\_, W\_\_\_\_, W\_\_\_\_, W\_\_\_\_, W\_\_\_\_ and H\_\_\_\_.

### Skill Practice: Open-Ended Questions

1)

2)

A)

B)

### The Onboarding Specialist

### The Task Competency Model

**Step #1: Onboarding Specialist Show and Tell**

*Specialist explains and demonstrates task*

**Step #2: Onboarding Specialist Knowledge Check**

*Specialist asks open-ended questions to assess grasp of task*

**Step #3: Volunteer Show and Tell**

*Volunteer explains and demonstrates task*

**Step #4: Onboarding Specialist Feedback**

*Specialist provides feedback for recognition or improvement*

**Step #5: Volunteer Solo Performance**

