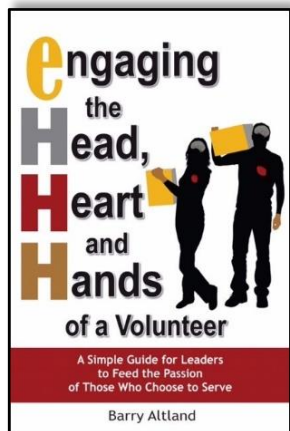


Becoming a Learning Leader for Your Volunteers

49th Annual Wisconsin Volunteer Coordinators Association Conference
May 2018



Barry Altland, Facilitator
Head, Heart and Hands Engagement Collective
Winter Garden, FL
<http://HHHEngagement.com>



Getting Started . . .

A TOPIC

Learning and Volunteer Engagement

- ◆ Equip - *Prepare*
- ◆ Guide - *Share*
- ◆ Support - *Be There*
- ◆ Inspire - *Care*



Kirkpatrick's Four Levels of Learning Evaluation

Results

Behavior

Learning

Reaction



The Importance of Interaction in Learning



The Learner Engagement Model

Learner Engagement Modalities	Approximate “Air Time”
Facilitator or Content Source → Learners	50%
Learner → Facilitator Learner → Content Learner → Learner Learner → Self	50%

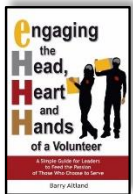
Content Design and Facilitation a la 7-3-1

- ◆ Seven (7) PowerPoint Tips
- ◆ (3) Worksheets/
Hard Copy Resources Tips
- ◆ (1) Facilitation Tip



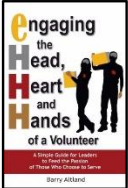
PowerPoint Tip #1

catchy
TITLES

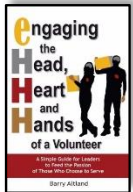


PowerPoint Tip #2

Alba ^{SAIL} bellbottom VIDEO-EZY Bleeding
Brush 3U333LE3UM BURNT cartoon TRIBAL Today
CheapFire Cigarstore Cracked DARKCRYSTAL
DESDEMONA EVANESCENCE Fashion Victim Frail&Bedazzled
French Script ^{curly} Ginger HappyHell HarryPotter Lover
HERCULES Bugslife
Holiday Home JAZZLET Jellyka Castles Queen MonaLisa
YellowSubmarine
Blaskletter MONSTERS INC Lollipop ^{WAO!} MULAN ¹⁹⁶⁵
Papyrus PartyTime Petal font ^{Wanted} PlayBill
NARNIA PRINCETOWN SMALLVILLE SantaClaus
SNICKERS StoryBook ^{Porcupine} ^{Fancy Pens} WALT DISNEY
WILLYWONKA

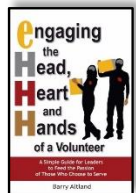


PowerPoint Tip #3



PowerPoint Tip #4

This is what is known as a “Wall of Text.” If you are a PowerPoint user, and you are creating slides that use a Wall of Text, you, my friend, are part of the problem. Using the proverbial “Wall of Text” is a distraction for learners, as all these letters and words and sentences and bullet points will suck them in, encouraging them to read it. The presence of the Wall of Text will undoubtedly distract learners. If you are tempted to create slides that appear such as this slide does, stop. Please stop. This is not considered an effective practice. However, this is considered a complete misuse of what is otherwise a valuable SUPPORT tool for learners in a live learning environment. Powerpoint slides should generally follow the 5 x 5 Rule, which guides the content designer to include no more than five lines, and five words per line, as a general guideline. The less text included on the slide, thereby allowing the learning to be gleaned from the exchange of thoughts and ideas within a learning group, is still the most effective way to create a shared learning experience. Accomplishing this takes skill. Begin with competent PowerPoint slide design. Come on. I know you can do this.

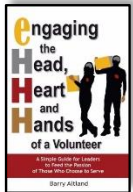


PowerPoint Tip #5

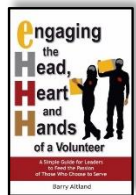


PowerPoint Tip #6

Animation



PowerPoint Tip #7

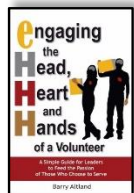


Worksheets/Hard Copy Resources Tip #1

**Fill in
the blank:**

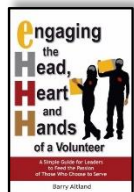
Worksheets/Hard Copy Resources Tip #2

White
space
is your
FRIEND.



Worksheets/Hard Copy Resources Tip #3

1



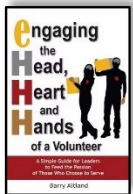
Facilitation: The Power of Open-Ended Questions



Skill Practice: Open-Ended Questions



The Onboarding Specialist: A Partner in Performance



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

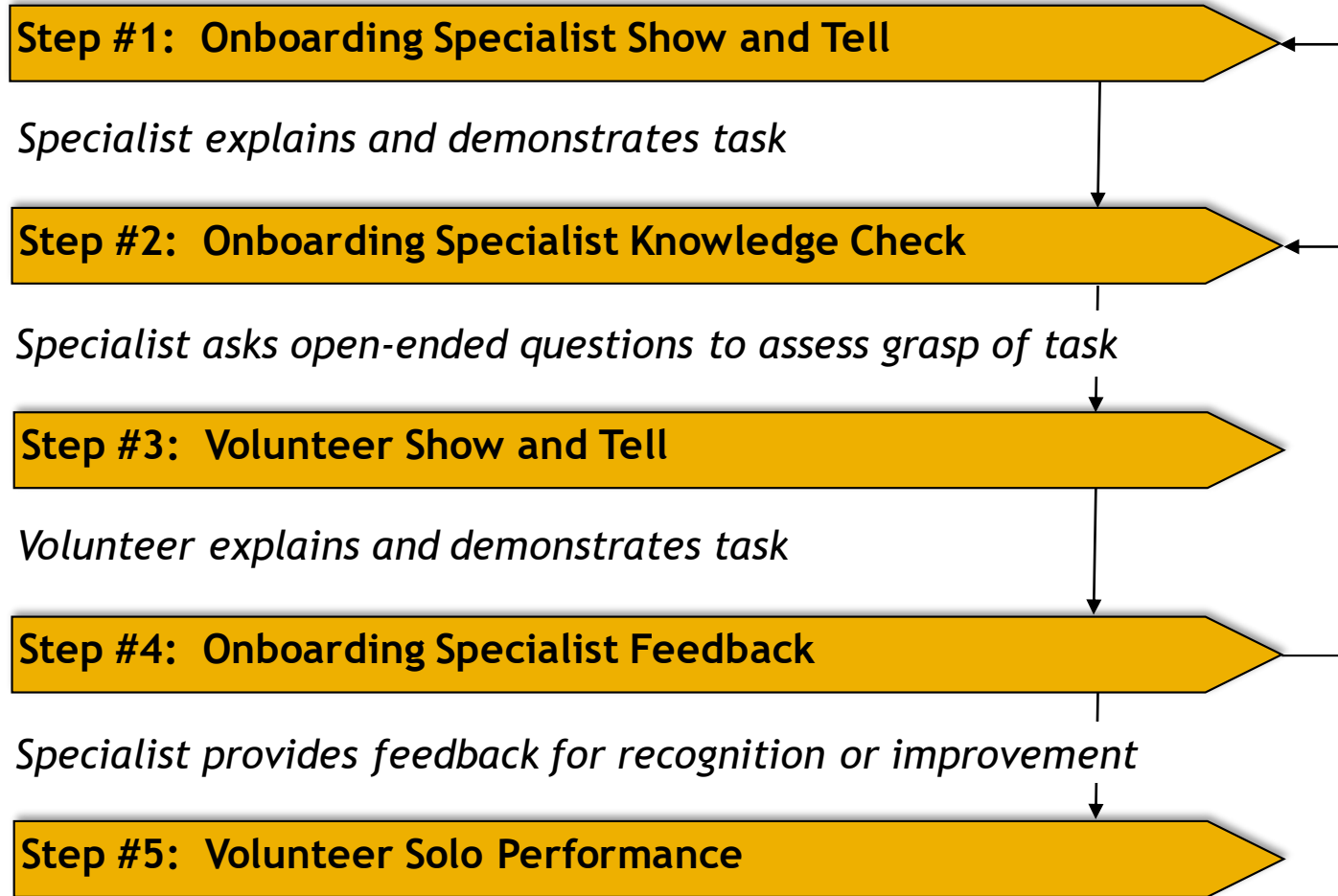
Step #3: Volunteer Show and Tell

Volunteer explains and demonstrates task

Step #4: Onboarding Specialist Feedback

Specialist provides feedback for recognition or improvement

Step #5: Volunteer Solo Performance



Head, Heart and Hands . . .

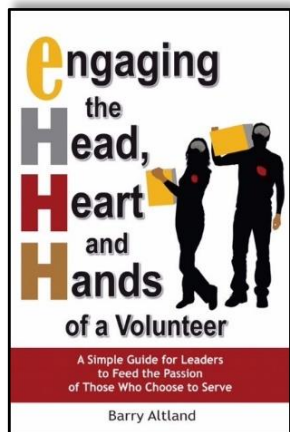


*Learner Engagement
happens
one person at a time.*



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