



Timing of speech

Presentation of speech

Annoying habits

Use of notes

Nervous/
confident

Speech rate/
pause

Good

Good

Vocal
variety

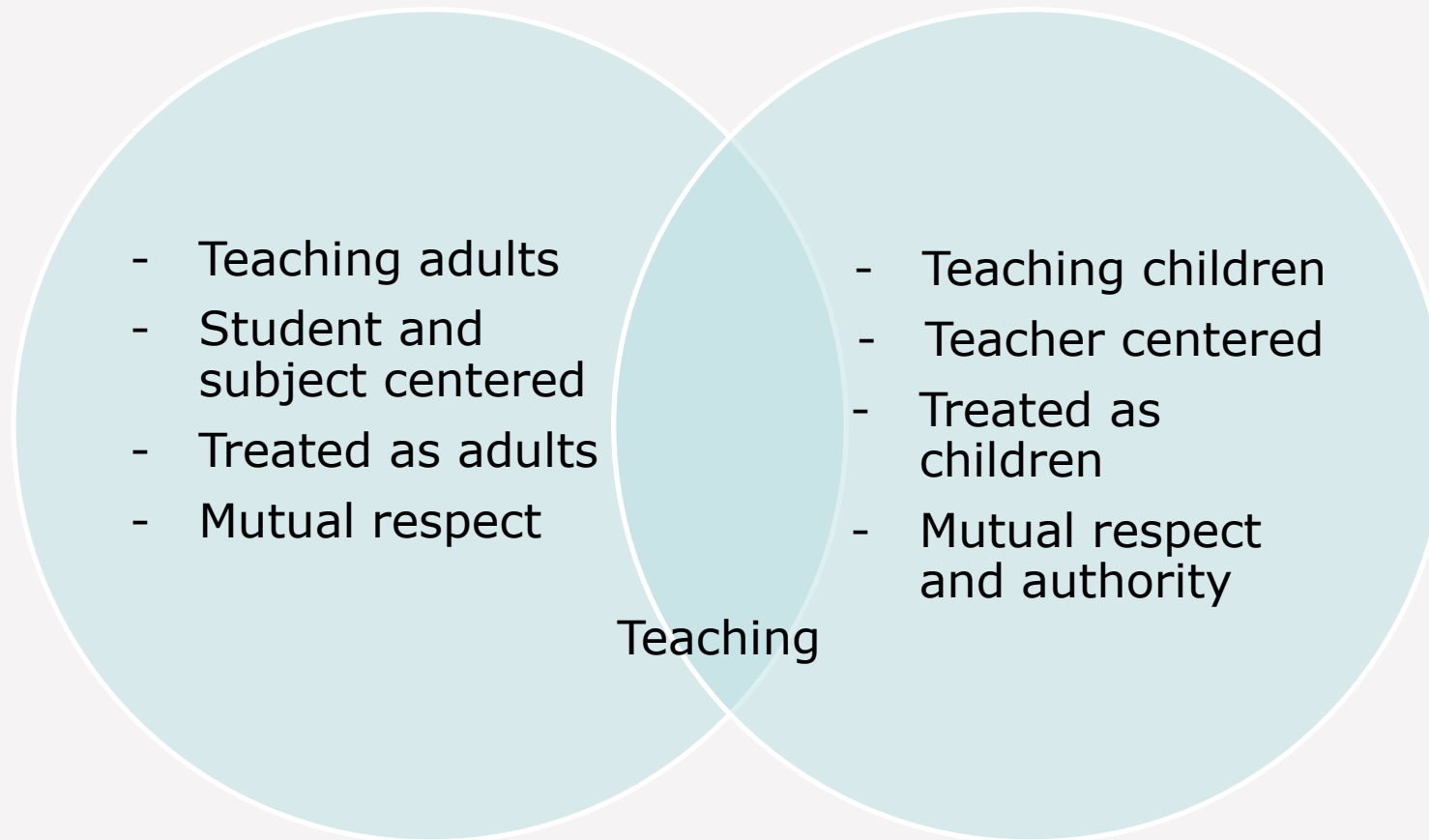
Gestures

Points for
improvement

Training for Trainers

Adult Learners

Andragogy vs. Pedagogy (6 of 6)



Program Objectives (1 of 2)

- ✍ To know the characteristics, needs, and styles of the adult learner.
- ✍ Identify your own style of learning and communicating.
- ✍ To know what to expect from adult learners.
- ✍ To know how adults compare to children.

Program Objectives (2 of 2)

- ✍ To know tools/methods to foster adult learning.
- ✍ How to motivate adult learners.
- ✍ Understand and create the optimal conditions and environment for adult learning.
- ✍ To understand how adult learning leads to organizational success.

Definition

- ✍ By definition of an adult is someone who has achieved the self concept of being responsible for their own life.

Andragogy vs. Pedagogy



Andragogy vs. Pedagogy (1 of 5)

- ✍ This is known as andragogy and contrasts with pedagogy, the teaching of children (including undergraduates ages 18-22).
- ✍ Pedagogy is teacher-centered and subject-centered, while andragogy is student-centered.

Andragogy vs. Pedagogy (5 of 5)

Theory of Adult Education

- ✍ Knowles stated that andragogy (Greek meaning: "man-leading") should be distinguished from the more commonly used pedagogy (Greek meaning: "child-leading").

More On Androgogy . . .

- ✍ Andragogy has been used by some to allow a discussion of the difference between self directed education and taught education.
- ✍ So based on your knowledge, describe in simple terms the similarities and differences between andragogy and pedagogy in relation to instructional design and development?

Malcolm Knowles (1 of 2)

Theory of Adult Education

✍ Knowles' theory can be stated as four simple postulates:

- Adults need to be involved in the planning and evaluation of their instruction.
- Experience (including mistakes) provides the basis for learning activities.

The Four Learning Styles (1 of 12)

Adult learners bring their past learning experiences into any new learning situation.

✍ There are four basic learners:

1. The Perceiver
2. The Observer
3. The Feeler
4. The Thinker

Tips for Instruction (9 of 13)

Have a Strategy

- ✍ Instructors must learn why their students are enrolled and what is keeping them from learning.
- ✍ A successful strategy includes showing adult learners the relationship between training and an expected or desired promotion.

Adult Learners



Design & Development



Download
"Training Programs: Adult Learners"
PowerPoint presentation
at **ReadySetPresent.com**

160 slides include: 7 points on andragogy versus pedagogy, 6 points on Malcolm Knowles, 14 slides on adult learners, 19 points on adult learners as a two-way street, 9 points on choosing or losing, 44 points on the 4 learning styles, 3 slides on multiple intelligences, 6 points on what learning styles effect, 35 points on design and development, 4 points on adults versus children, 36 tips for instruction, 12 points on energy for learning, 16 points on motivation principles, 2 points on the right path, 38 points on technology and adult learners, 4 points on different people and options, 4 points on what is on the line to lose, 6 points on the educator's goals, 16 action steps and much more!

Royalty Free – Use Them Over and Over Again.

Updated & Expanded 2013
Now: more content, graphics, and diagrams