

## TRAINING DELIVERY TRACK



**Sherri Sutton**  
 Positive Impact Force

1:45 pm – 2:45 pm

### Incorporating the 4-D Process into Design and Delivery

Using an Appreciative Inquiry approach when designing and delivering learning allows both the facilitator and learner to build on the skills and knowledge they already have. Appreciative Inquiry's 4-D process allows you to Discover the current reality, Dream about what is possible, Design what it should be, and Deliver what it will be. In this workshop, we will take an organizational need and go through the process together to design a highly interactive hands-on workshop.



**Karen McCombs & Tom Fass**  
 Shift.3 consulting concepts  
 LLC & Hillsborough County  
 Board of County  
 Commissioners

11:15 am – 12:15 pm

### Trainers - Are You a Presenter or a Facilitator of Learning: How to Increase Participant Engagement By Doing Less Work

During this session, participants gain insight to the positive impact of Experiential Learning. We provide an example of how we turned a 4-hour "presentation" into a highly interactive 3 1/2 hour learning experience. As a result, we increased participant engagement by 100% and improved evaluation scores by 50%.

Participants gain insight into the strategies used to:

- \* Redirect how the course was conducted
- \* Refocus our efforts on the learner experience
- \* Repurpose course content
- \* Do less work as facilitators



**Cindy Moran**  
 MVP-Results

10:00 am – 11:00 am

### What does it mean to be smart? How IQ, EQ and Cognitive Ability impact learning

**Training Hubris Definition:** The belief that if I design the most awesome training program in the world and have world-class delivery skills that every 'smart' participant will be successful. **Reality:** Some succeed, some don't!

This session will explore the question of whether having a high IQ impacts learning (hint...the answer is not as much as you might think) and instead focuses on how EQ and Cognitive Ability factor in to your success in learning retention. We will explore the connection between understanding your learner's natural capacity and traits and their ability to grasp and apply new skills effectively for the long-term.