Lesson 3 Orientation on Adult Learning

Learning objectives

- To identify your strong and weak points as a FairShares Labs (FSL) trainer.
- To understand and navigate the complexities of learning styles and adult learning.

Description of the content of the lesson

In this lesson you will become more informed about the main principles of adult education, how to cope with different learning styles and how to develop an effective style as an FSL trainer.

Resources required

Access to learning materials on www.fsi.coop/courses via an Internet-enabled computer

(Face to Face) Presenter (beamer) and laptop for the trainer, flipchart.

Content

- Working with different kinds of learners in different roles (Learning Circle Case Study)
- Kolb's Learning cycle (video presentation).
- Identifying different teaching and training styles (comprehension activity).

For a critique and discussion of the limitations of Kolb's learning cycle, see section 3 of 'Methodology for Creating a FairShares Lab' (Download from: http://shura.shu.ac.uk/22723/)

Learning activities

Download the learning activities, then read the text about the learning circle followed by the Learning Circle Case Study. Consider the following questions.

- What is the situation?
- What kind of person is he/she?
- What kind of behaviour is he/she showing?
- What possible solutions would you try?

Learning activity 1 (30 mins)

In your study group (or notepad, if you are studying on your own), discuss the following:

- Do you recognise something about Kolb's learning styles in the role play situations?
- What kind of learner do you think you are (thinker, doer, feeler or watcher)?
- What helps you to progress to other stages in the learning circle and complete the process?

Learning activity 2 (20 mins)

Study the text about the situational coaching model about mentoring styles.

Write out (or discuss with your group)

- What is your favourite mentoring style?
- Why is this your favourite style?

Learning activity 3 (30 mins)

Study the text about the five education cultures

- What is your favourite trainer style?
- When is each style helpful and effective?
- How can you change your style?

Evaluation of the Lesson

- Was this Lesson helpful for you?
- Are you able to say what style is helpful and effective?
- Do you know how you can change your style?

Expectations of the FairShares Trainer

Exploring their personal learning and teaching style.

Learning to change style when needed.

Time

1 ½ hrs

Additional resources (on Moodle)

Deep Learning and Education for Sustainability: This article compares surface and deep learning then considers how more holistic approaches to deep learning are needed to educate people for sustainability (and social enterprise).

IO1 (Methodology for Creating a FairShares Lab) Sections 3.1 to 3.3 describe project partners' assumptions about learning and development, including the Train the Trainer programme.