

# Course : Stimulating learning in training with neuroscience and agility

*Practical course - 2d - 14h00 - Ref. FNE*

*Price : 1310 € E.T.*

In a fast-moving environment, neuroscience and Agility offer a few simple principles that can be put into practice to engage learners, increase their memorization capacity and encourage them to reinvest what they have learned in their corporate missions.

## Teaching objectives

**At the end of the training, the participant will be able to:**

- ✓ Understand what cognitive neuroscience is and how it can be applied to learning
- ✓ Creating the conditions for accelerated and sustainable learning through Agility
- ✓ Reflect on the trainer's posture and place in the group
- ✓ Understanding and reinforcing learner self-organization in training

## Intended audience

Trainers, training managers, HR directors, HRMs, managers, project managers...

## Prerequisites

No special knowledge required.

## Practical details

### Hands-on work

Practical exercises, mapping, Mind Mapping, group discussions and exchanges based on concrete examples and cases.

### Teaching methods

Active teaching, exchanges and sharing of experience.

## Course schedule

### PARTICIPANTS

Trainers, training managers, HR directors, HRMs, managers, project managers...

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Discover how the brain works

- Use the brain's plasticity to facilitate neuronal connections.
- Suggest complex activities to strengthen neural networks.
- Facilitating automation for unconscious learning processing.
- Understand the role of intuition in the learning process.

### Exercise

Prepare a presentation taking into account the rules of brain function.

## 2 Integrating Agility into training to adapt to new challenges

- Fun learning with Serious Games.
- Stimulate creativity: using Mind Mapping.
- Incorporate relaxation phases to stimulate cognitive learning.

### Exercise

Workshop in sub-groups: co-construction of common rules of collaboration facilitating the commitment of participants.

## 3 Creating an environment conducive to learning

- Apply Scrum's five values to make your training courses captivating.
- Master the three pillars of Agility.

### Exercise

Create a creative learning sequence using the Design Thinking approach.

## 4 Understanding the importance of motivation in learning

- Engage learners actively.
- Repeating newly acquired knowledge to memorize and build experience.
- The learner's fear of leaving his comfort zone.
- Dopamine production after successful learning.
- Apply "liberating structures" so that each participant dares to express him or herself.
- Discover participants' intrinsic sources of motivation.

### Exercise

Using the Agile Moving Motivators game.

## 5 Adapt to individual learning processes

- Engage learners actively.
- Repeating newly acquired knowledge to memorize and build experience.
- Use immediate feedback as a learning tool.
- Promote multi-sensory stimulation.
- Measuring the impact of keywords.
- Use storytelling to arouse emotions and stimulate curiosity.

### Exercise

Prepare a 10-minute intervention that incorporates: repetition, key words, multi-sensory stimulation, immediate feedback.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 6 Adopting Agile trainer postures

- Know the different postures of the Agile trainer.
- Find your own balance between different postures.
- Agile questioning.
- Aim for the "real" success criteria.

### Exercise

Training workshop: matching the right posture to each situation to boost learners' productivity and creativity.

## 7 Opting for positive pedagogy

- Fun learning with Serious Games.
- Stimulate creativity: using Mind Mapping.
- Incorporate relaxation phases to stimulate cognitive learning.

### Exercise

Create a Mind Mapping of your company's training process, based on different approaches.