Course : Stimulating learning in training with neuroscience and agility

Practical course - 2d - 14h00 - Ref. FNE
Price : 1540 CHF 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

(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.

(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.