

## MASTER your Training Design

Good training is structured to incorporate Accelerated Learning best practice by following the MASTER format.



### MINDSET

- Start with a context or 'big picture'
- Give learners the opportunity to identify the benefits they will get from completing the learning
- Make sure you gain and retain interest



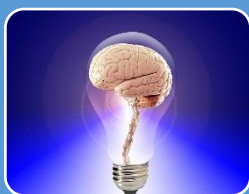
### ACQUIRE THE FACTS

- Provide new information, or present existing knowledge/skills in a new light
- Include models, theories and examples - make sure learners are educated



### SEARCH FOR THE MEANING

- Provide opportunities for the information presented to be discussed and explored
- Build on ideas and concepts already introduced
- Give learners the opportunity to learn from their own and others' experience



### TRIGGER THE MEMORY

- Include elements that summarise key learning points in a memorable way



### EXHIBIT THE LEARNING

- Make sure that learners have the opportunity to practice new skills and test new knowledge
- They should be able to leave the event being able to do something that they couldn't before



### REFLECT

- Build in time at the end for group and personal reflection
- Make sure learners are able to see how they will apply what they have learned when they return to work