

Faster, Cheaper, Better ID w/Thiagi

August 2, 2004 ASTD Cascadia Chapter

Feedback from Participants

What did you find most valuable?

- Steps and exercises and templates
- First 4 hrs—next 4 hrs was good but could move faster
- Examples-instant instructional design
- Examples of interactive learning
- Activities
- CCCC
- Group interaction to solve problems. Working as a team.
- Demonstration of learning activities
- Thiagi is very intelligent and quick-witted. The first part of the program was much better than the second.
- First half of the day.
- Games, activities and ideas that I can use in future training.
- Yellow handout
- Thoughts about the future of training.
- Modeling some training activities
- Impromptu exercises and games
- Afternoon discussion Q&A from audience-competitive activities
- Practical application of info
- Group activities
- Watching the mural's unfold, the activities—playing out the interactive lectures, watching how Thiagi puts together all the pieces in a day
- Creative ideas and co-learning opportunities
- Examples
- Reinforced all the performance improvement objectives our company strives to adopt.
- Lots of excellent examples and applications;good handout.
- Seeing the application of the principles put into use.
- Interactive learning
- Morning topics
- First activity was good; example different activities and examples 1 example was plenty
- Examples-participation w/participants
- Review of training design principles/procedure
- Class participation
- Information and interactivity with the yellow handout
- Thiagi's approach to evaluating training effectiveness
- Morning session
- Those that challenge my current thinking
- Interaction w/participants
- Procedure, principles, examples of design in action
- First 4 hrs
- Idea of developing training through training
- The model
- A new paradigm for training. Facilitation vs. content
- Sample exercises-35, 16/4 word description; table discussion and networking
- First half of day had purpose and structure
- Examples from organizations Thiagi has worked with
- Open ideas
- Morning
- Wisdom and sense of humor
- Graphic artist's rendition of activities was very helpful for me,a visual learner
- Interaction
- Frame games
- Opening presentation that was more structured, good use of humor
- Activities

- Training design principles and procedures
- Training design principles
- 35 framegame-will be using it next week New ideas for learning
- Designing workshops as you go
- Learning value of game-based learning
- Examples of actual activities. Description of all sites – library, playground, café, torture chamber.
- All of it, but if I had to choose it would be instant instructional design
- Demonstration of techniques
- The morning information and processes
- The activities
- Ideas for testing/measuring performance – determine what you want learners to do before designing it
- When we were active & learning different strategies
- Examples, application of exercises
- Practical exercises
- Lectures and games/activities
- Actual modeling of training options
- AM portion – discussing model and flow process
- Training design procedures
- The statistics mentioned RE: recent finding on what works and what doesn't
- Learning by doing
- Morning session
- Using the final performance test as a design tool
- Exercises to find out more about audience and content while delivering
- Idea exchange (35) activity, development process online, instructional tips and thoughts
- Activities – open0minded and patient explanations
- Learning about new ideas
- To see Thiagi's interactive learning in action and experience it myself
- 35 games and other suggested learning activities
- Excitement and energy of presenter and networking opportunities
- Suggestions for games and other active learning
- New design steps to follow
- Group interaction and projects in the afternoon
- Some time to think out of the box and see some new ideas
- Activity and games ideas
- Overview of TDP
- Design principles
- All of it – the combination of lecture, games and discussion was a good balance
- Watching and seeing how to create and modify training on the spot. Use of relevant activities to cement the learning involved in the subject
- Morning discussions and explanation of design process
- The 'lesson' in the activity. I love the visual representation of content. Great for review when walking around room
- The first 3.5 hours where great – training design principles handout and booklet
- Handbook and mapping
- Variety and variation of participation

What changes or additional information would have made the presentation more valuable?

- More or better – I got faster cheaper but more on the ROI
- Some product marketing training examples
- More activities, less lecture
- Put more problem-solving exercises in the program. Solve real-life on the job problems
- We got off track too often. People brought up irrelevant topics, which was annoying.
- 1 more break in afternoon and more get out of chair
- better seat placement....It was difficult to focus on the presenter from our table
- seemed long and to drag on
- puts practice activities in AM; practice what you preach
- less lecture
- point out items in the written materials that we should refer to-how might we use these materials later
- shorter length of program by a couple of hours
- a few more physically active exercise in the afternoon!
- How slide material as a handout or included in participant info
- More hands-on would have reinforced concepts for me
- The afternoon dragged a bit and would have benefited from tighter pacing
- More topics, some issues we stayed on too long
- After noon needed more activities to keep people's attention—many side-bar conversations
- Move more quickly through case examples-not every (?) needs to participate every time
- Will have liked session broken down w/activity as went through flowchart (i.e., teams construct a test; then outlines, etc.) got bored w/talking example good then do in teams recap with each group instead of all questions up front. Slogan interesting but didn't help knowledge after first round
- More real-world examples of principles taught would help me understand the concepts.
- Hmm...hard to say
- Everything worked well
- Time to implement/practice procedure with my table.
- More structure for final 1/3 of day
- More activities learning application in the morning and in the afternoon. Too much "telling"
- Added more interaction during 2nd morning section. As presented, was very dry.
- More purpose to last half of the day-random Q&A not effective
- Change members at table so can interact w/more people
- The afternoon felt too disjointed—particularly the last 1 ½ hrs
- More group participation
- Needed more structure for afternoon portion
- I would like to suggest more activities be added to more the audience better and more frequently
- Talk to all levels
- More interaction, the afternoon seemed a bit redundant. Seems like we sped through the morning material.
- More involvement of all participants rather than focus on few people
- Q/A period towards the end was a little long
- The afternoon could have been more effective w/more interaction
- More practice of ideas at the table
- Would have enjoyed experiencing more games
- because of his accent.
- The last couple of hours needed to have more structure
- More applicable to corporate WBT programs
- Discussion regarding the green booklet
- An agenda
- Not enough variety or activities – people couldn't concentrate
- Let others describe what they have tried that supports Thiagi's concepts
- Shorter, less drawn out activities
- Late morning dragged going through each step
- Give an example of in-depth training effort with complexity (e.g. avoiding litigation)
- More time spent on technical training development
- Applying concepts and distance learning rather than classroom-type activities
- I would have liked to have seen more on e-learning & ideas on making e-learning useful

- Demonstration of steps with live examples, but sometimes the examples were allowed to linger too long
- At the end there was a lot of conversation about WBT that was generated by the audience. You should be querying your audience about their needs in the beginning
- Not enough on e-learning
- More focus on interactive online training – less bias toward classroom setting
- I would like to have seen more web-based training in action
- More hand-on activities
- More focus on web-based training/e-learning
- The afternoon seemed to drag because it wasn't as structured/productive as the morning.
- To be able to see and experience more of what Thiagi was talking about
- We never used the participant guide
- Roadmap of where we were going in the afternoon – I felt lost after lunch
- Some examples of good WBT
- Afternoon was very defocused and off track
- Too many test/case scenarios with too much philosophy
- I had a difficult time understanding Thiagi partly due to the audio.
- Second half of the day was too repetitive/redundant
- Practice/exercises/more 'play' – less lecture
- More practice applying concepts – more participation and time spent on concepts in work book
- Practice – case studies. Find the skill/competency level and design scenarios/case studies to just above that level. Most of the discussion was at the lower common denominator

Comments:

- Round tables with a roving presenter mean we have to swivel
- I think there should have been more audience participation
- The information presented didn't really support the topic. I didn't understand why the woman was drawing the whole time—it was pretty distracting
- I would have preferred Thiagi to have spent some of his time actually up front—so the front tables weren't always looking at his back
- Like additional info in book; program logistics great disappointed w/Thiagi
- I love the humor. Thiagi is funny! I got a little lost during a few of the more involved activities like the "trial" between steps 2 & 3 and "constructive-feedback" discussion
- Lunch was great. But it would be nice to have condiments on the side, for those with allergies, etc.
- I found little value in the afternoon session, but the morning session was excellent
- Audio problems interrupted flow but no overly so
- Overrated
- Thanks for a great day of training! Thiagi modeled his ideas very well!
- Surprised not to see more interaction during workshop. 2002 workshop was very interaction. AV problems distracting
- Overrated and overadored
- Prepare better for mike issues. Submit questions in advance to address
- Thiagi is very energetic
- Sometimes I had a hard time understanding Thiagi's accent, but the information he presented was wonderful
- I think more hands on activities are needed. I learn best that way.
- Presentation lost energy after lunch w/lack of focus
- This presenaton-Thiagi is so entertaining and had many examples, but fails to walk his talk—didn't get us to DO and Practice what he preached! Great content and his skill in humor and rapport w/participants, but I find him not walking his talk. Not enough practice and too much "talking" to us. It fatigued me!
- Copies of wall art learning visuals would be nice. Post pictures on website.
- presentations.
- Awesome...thanks

- Regina spent 8 hours drawing – for what? Thiagi never refer to it or said what would happen to her work!
- I would have liked to see him apply more of his techniques – too much lecture that went against his philosophy. Seemed scattered in approach.
- Audio was poor
- Afternoon felt less informative than AM
- Have us read the booklet prior to class, so we have a context for theories
- Need more connection between set of principles and steps
- Need more about developing/delivering e-learning using Thiagi's principles
- The drawing was distracting and pointless
- Best presentation seen through ASTD
- A little too free-form – I like specifics
- Thiagi lost the audience after lunch
- Difficult to follow speaker – didn't always stick to topic
- Needed more activities after lunch
- Table assignments or break-out sessions based on years of experience. Going over handout materials (green booklet)

Suggestions for future programs:

- Training during session
- Topic= the role of sound writing in instruction/design. How come so many instructors/designers can't/don't write well? Is it necessary to write well if one is going to design good training?
- A new paradigm for tng. Facilitation vs content
- More on levels of evaluation and ROI
- Programs for non-trainers to learn good tips
- More experienced based presentations from what worked and didn't work.
- The group should be much smaller. And the topic should be better focused
- Strategic training plans
- A program towards data and training
- Separate out soft skills vs technical—and large org. vs small organizations
- Structuring web-based learning on low budget
- Product simulation
- Generational studies-info
- Customer training incentives- do they work?
- Business drivers-what metrics businesses maintain that are indicators of training ROI
- The 9 steps and principles
- More of the same
- More on performance consulting and learning in a changing environment
- Cultural training – how to do it.
- Have one on intercultural training
- Cooperative learning applied to business & Evaluation practices and applications
- How do to balance relationship with those computer folks who don't like people
- ROI, Facilitation skills
- How to report training dept. metrics to upper management
- Have some events in Vancouver
- E-learning design and development
- Fundamentals of training in a 2-3 day session instead of over several week nights
- GOOD computer-based training (vs. bad) and Game-based training
- Design and development focused applications
- Improving learning & development with meditation, breathing, et al.
- Change management
- How to motivate employees

Suggestions for meeting rooms & Suggestions for marketing

- Link w/the universities and business schools
- None-ASTD does a great job of communicating well and often
- Free Beef Days! “Gorgeous ladies of ASTD” calendar. NASCAR sponsorship. ASTD-TV
- Great job
- Newspaper ad

What was it about this particular program that interested you as opposed to other Chapter programs.

- ◆ Reputation of presenter (23 responses)
- ◆ Presenter and application for employers
- ◆ Where I work, we are under a lot of pressure to increase quality and interactivity while cutting costs and tightening up the production schedule
- ◆ Developing training programs
- ◆ Emphasis on practical application
- ◆ I received a free admission—thank you!
- ◆ Rapid instructional design and facilitation are major interests of mine (3 responses)
- ◆ Topic (5 responses)
- ◆ My mgr thought it would be useful
- ◆ The word “Design” it is a creative approach to training