



ASL105

Module 1: Introduction to Training and Development

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Module Objectives



Describe the importance of training and development



Apply principles of adult learning



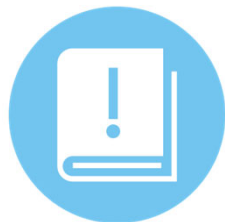
Apply strategies to improve training and development



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Lesson 2: Adult Learning and Learning Styles



Describe the importance of training and development



Apply principles of adult learning



Apply strategies to improve training and development

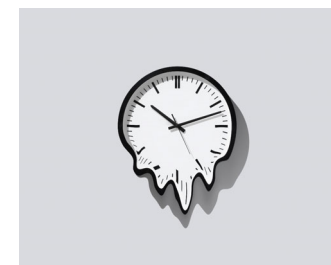


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Why?

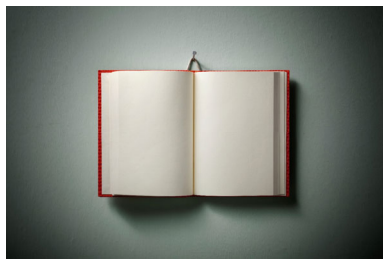
Because training and development is a waste of time, unless it's effective!



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When it comes to learning... Adults are not just big children



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When it comes to learning... Adults are not just big children



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Successful Adult Learning



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Successful Adult Learning



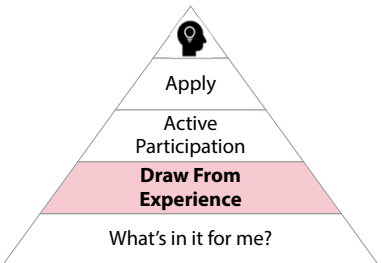
Example:

Save you time
vs.
Because the boss said so



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Successful Adult Learning

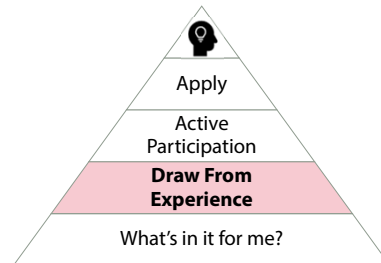


Requires knowing your employee's background!



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Successful Adult Learning



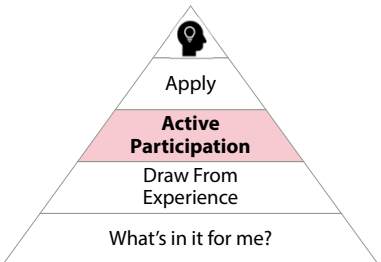
Learning Objective
Clean a cow's teats prior to milking

Experience
Washing hands before food prep



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Successful Adult Learning

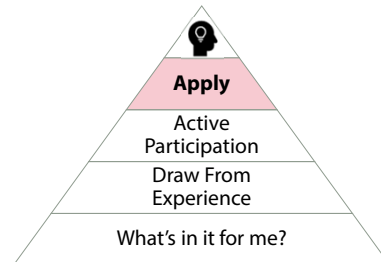


How?
Ask questions
Encourage sharing
Get creative with activities



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Successful Adult Learning



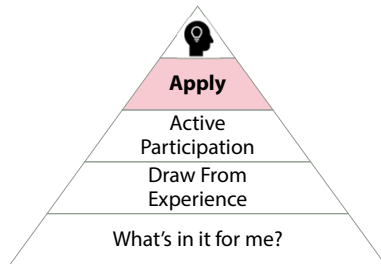
New Knowledge
Disinfectant takes 30 seconds to kill bacteria on the teat

Application
If you follow the routine in the milking parlor, the disinfectant will have enough time to work



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Successful Adult Learning



New Knowledge

Disinfectant takes 30 seconds to kill bacteria on the teat

Application

If you follow the routine in the milking parlor, the disinfectant will have enough time to work



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Four Learning Styles

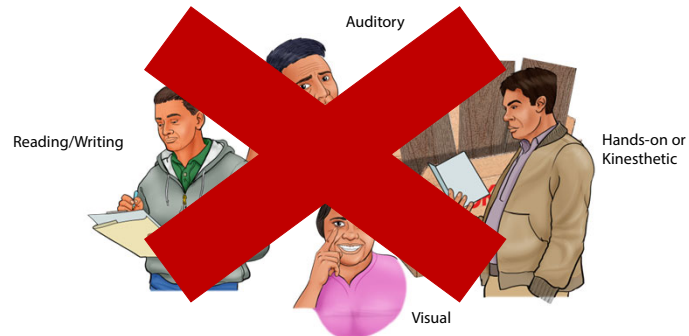
Do you have a **preferred** learning style?



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Research tells us that they don't exist!



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So, what *is* important when it comes to effective learning?

Making learning **active** and **relatable**, regardless of the method you use to present it.

In the next lesson, we will get into **why** this is so important for **true learning** to happen.



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Notice How Each Resonates with You



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Notice How Each Resonates with You

How to Administer Teat Sealant

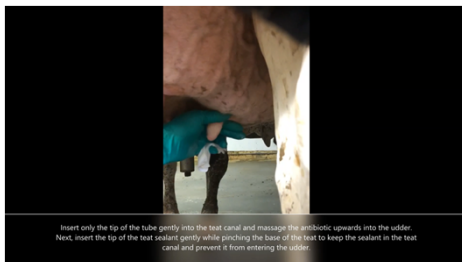
- 1) After cleaning the teat with alcohol, firmly pinch and hold the base of the teat with one hand
- 2) With other hand, gently insert the tip of the tube into the teat end
- 3) Infuse the entire tube into the teat
- 4) DO NOT massage upwards into the udder



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Notice How Each Resonates with You



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How Can We Apply This? – Active Engagement

Ex: How to prune properly

- 1) Read your **Standard Operating Procedure (SOP)** to the group and ask if there are any questions.
- 2) Ask the most experienced employee to explain the pruning process to the group, showing them on branches that you've brought in for a demo.



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How can we apply this? — Relatability

Ex: Safety



Immigrant Dairy Workers - A Training Model for Health and Safety on the Farm



Prácticas para mantener la buena salud en la lechería
U.S. Agricultural S...
3.27K subscribers

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Put your learning into action

Moodle discussion forum

What creative training ideas have you used, thought of, or seen elsewhere that you can share with the group?

Exercise

Watch this short, engaging YouTube video on adult learning principles and begin thinking of how you can make one of your common farm trainings more engaging. We'll get back to this in the next module!



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