



ASL105

Module 1: Introduction to Training and Development

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Module 1: Introduction to Effective Training and Development



Describe the importance of training and development



Apply principles of adult learning



Apply strategies to improve training and development



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Lesson 3: Skills and strategies to increase learning and retention



Describe the importance of training and development



Apply principles of adult learning



Apply strategies to improve training and development



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Skills and Strategies

- Build on strengths



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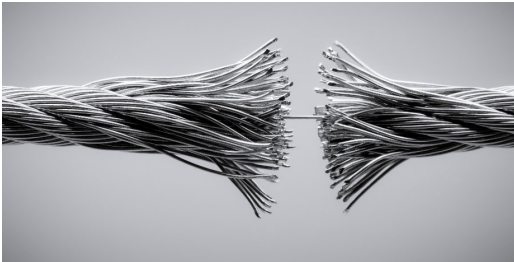
- Think of something you are not good at, a weakness.
- How do you feel when you try to improve, or someone tells you to improve?




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Build on Strengths

Historically performance improvement has focused on correcting weakness.




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Build on Strengths

- Historically performance improvement have focused on correcting weakness.
- **Research has shown that much greater performance improvement comes from building on strengths.**



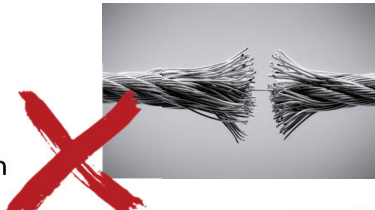


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Build on Strengths

- Historically performance improvement has focused on correcting weakness.
- Research has shown that much greater performance improvement comes from building on strengths.
- **The 80 – 20 rule**





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Build on Strengths

The 80 – 20 rule

- 80 percent of time building on strengths
- 20 percent of time build barriers to minimize weaknesses



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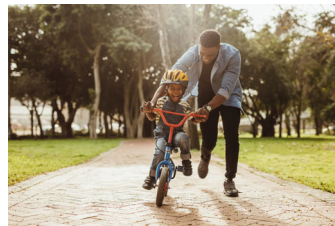
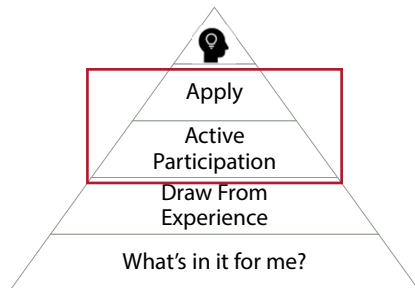
Skills and Strategies

1. Build on strengths
2. **Understand how we (humans) learn**



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Understand How We (Humans) Learn

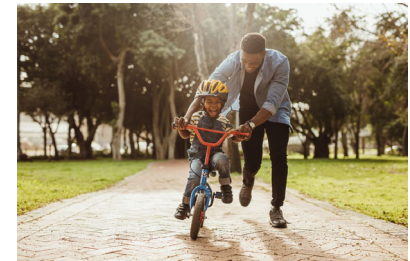


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Understand How We (Humans) Learn

Regardless of learning style, good training and development includes some form of **experiencing what is being learned.**



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Successful Adult Learning



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Understand How We (Humans) Learn

- Regardless of learning style, good training and development includes some form of experiencing what is being learned.
- Several ways to experience learning
 - Practice — especially tasks



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Understand How We (Humans) Learn

"Practice makes Perfect"



"**Perfect** practice makes perfect"



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Understand How We (Humans) Learn

- Regardless of learning style, good training and development includes some form of experiencing what is being learned.
- Several ways to experience learning
 - Practice
 - **Writing it down — learning and reference**



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Understand How We (Humans) Learn

- Regardless of learning style, good training and development includes some form of experiencing what is being learned.
- Several ways to experience learning
 - Practice
 - Writing it down
 - **Thinking about it**



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Understand how we (humans) learn

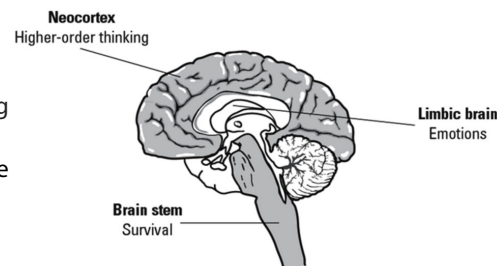
- Regardless of learning style, good training and development includes some form of experiencing what is being learned.
- Several ways to experience learning
 - Practice
 - Writing it down
 - Thinking about it
 - **Repeating it back**



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Understand How We (Humans) Learn

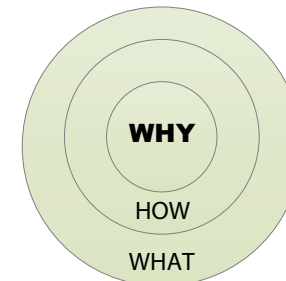
- Regardless of learning style, good training and development includes some form of experiencing what is being learned.
- Several ways to experience learning
- **Importance of WHY**



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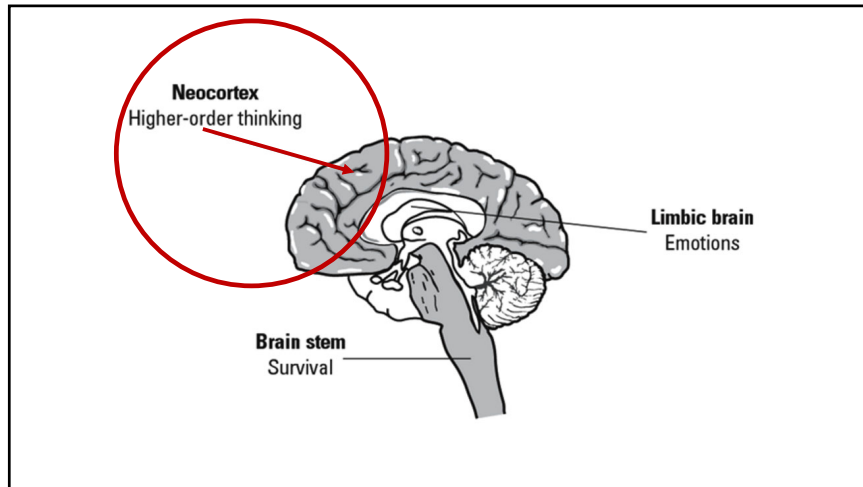
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WHY Stimulates our Emotions

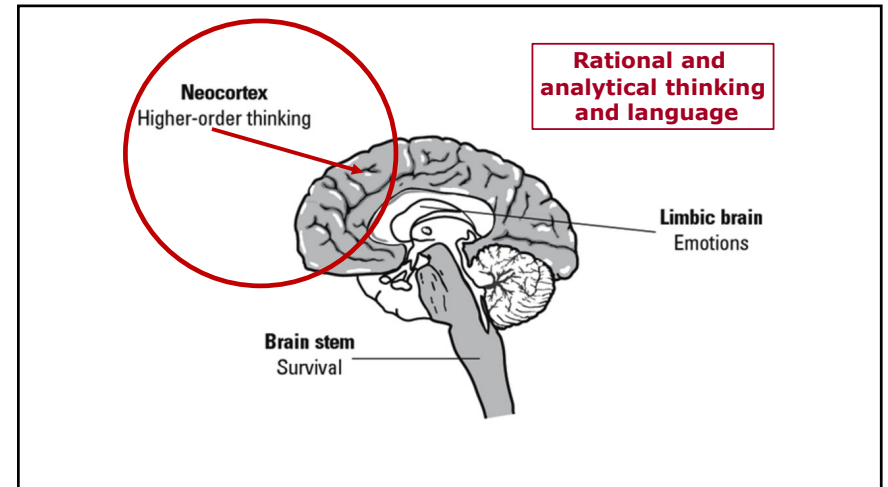


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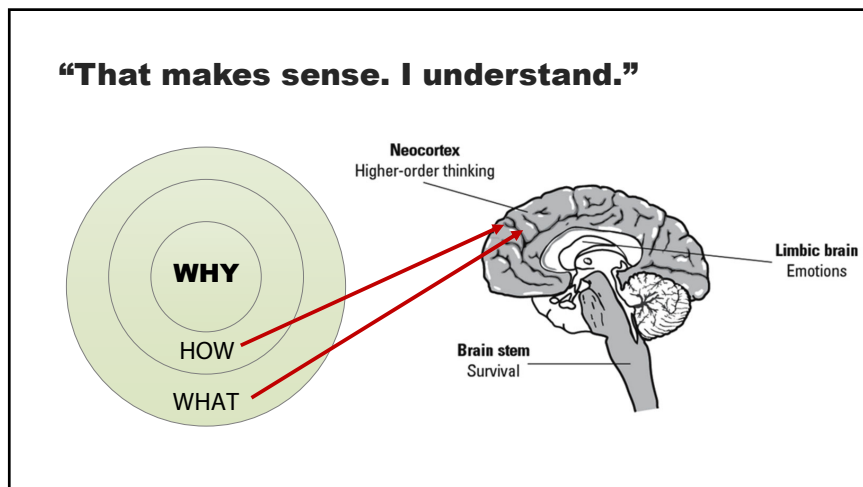
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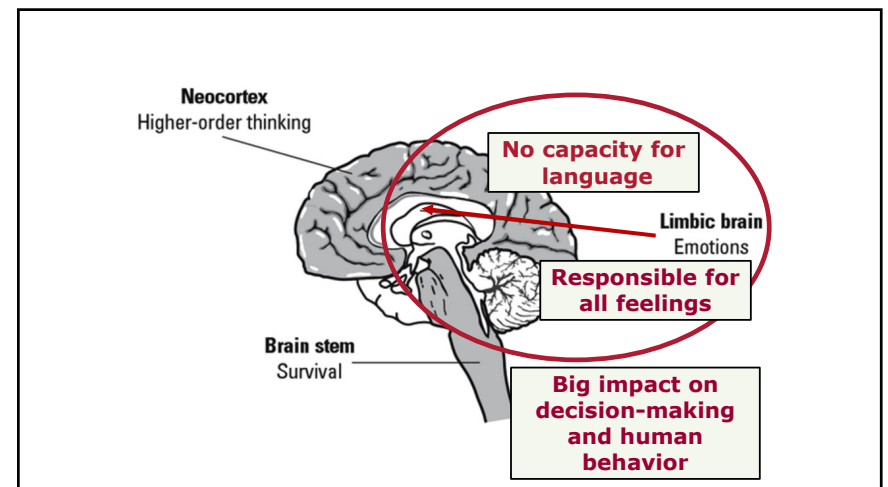
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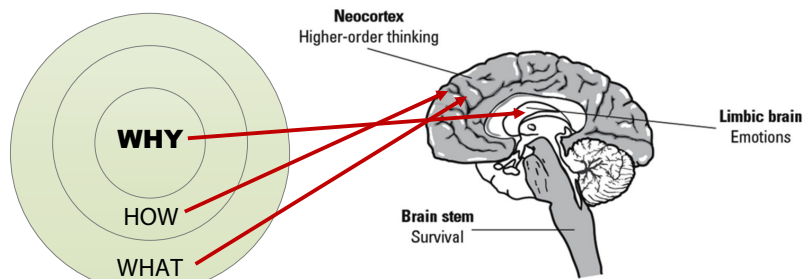


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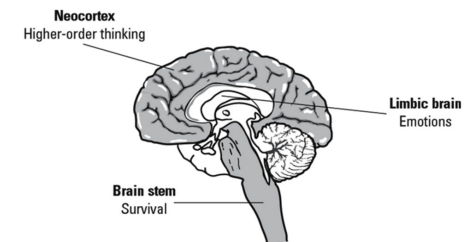
“I am excited!”



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Understand How We (Humans) Learn

- Regardless of learning style, good training and development includes some form of experiencing what is being learned.
- Several ways to experience learning
- Importance of WHY



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Skills and Strategies

1. Build on strengths
2. Understand how we humans learn
3. **Provide clarity – “chalk the field” –with measurable expectations**



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- Think of a time when you were given a task or assignment, but it was not at all clear what was expected.
- How do you feel?



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Welcome to the world of most employees.



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Chalking the Field

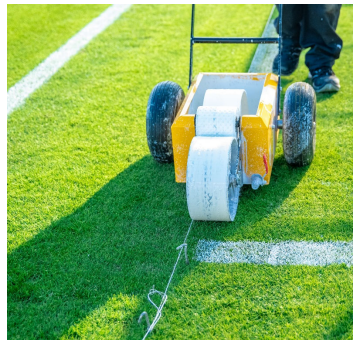


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Chalking the Field

- Define the field of play and rules of the game
- The owners, managers and supervisors establish the rules of the game — policies, boundaries, expectations, accountability
- Clarity is paramount; clarity includes explaining **WHY**
- Not following rules or meeting expectations must have consequences
- **A “chalking the field” void is usually filled**



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Clarity — Characteristics

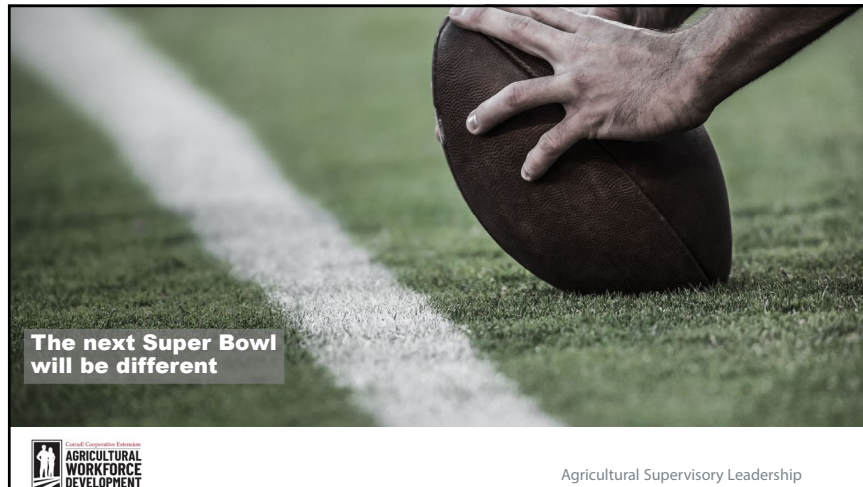


- Every detail clearly explained.
- Explained why the expectation is important and/or needed.
- There are opportunities to ask questions and, where appropriate, provide input (engagement).
- The detailed description can be accessed by the employee (employee manual, job description, policy manual, etc.).



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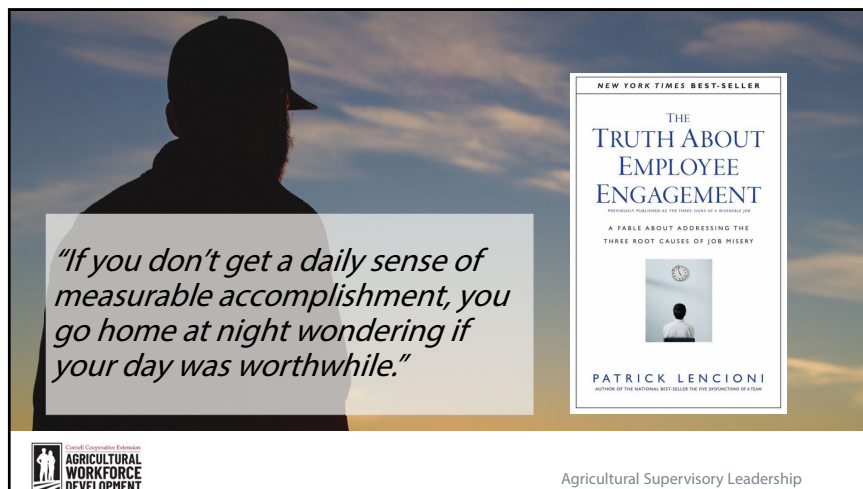
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The Value of Measurement

- Measurable accomplishments — everyday.
- **Increases and maintains focus.**



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Clear Performance Expectations



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The Value of Measurement

- Measurable accomplishments — everyday.
- Increases and maintains focus.
- **Ensures individual and farm success.**



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The Value of Measurement

- Measurable accomplishments — everyday.
- Increases and maintains focus.
- Ensures individual and farm success.
- **The goal is for everyone to succeed — sports are a bad analogy here.**



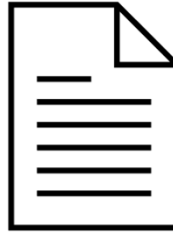
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Exercise

Module 1 Lesson 3
Planning for Effective Training

Moodle Discussion: Planning for Training and Development

- Share insights you gained and challenges you saw from completing the Planning for Effective Training Exercise



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Skills and Strategies

1. Build on strengths
2. Understand how we (humans) learn
3. Provide clarity — “chalk the field” — with measurable expectations



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