



Enabling Performance

Mentor 2.0

Multiple Stimuli Model

Future of Learning

Our Identity...



- Mentor



- *Enabling Performance*

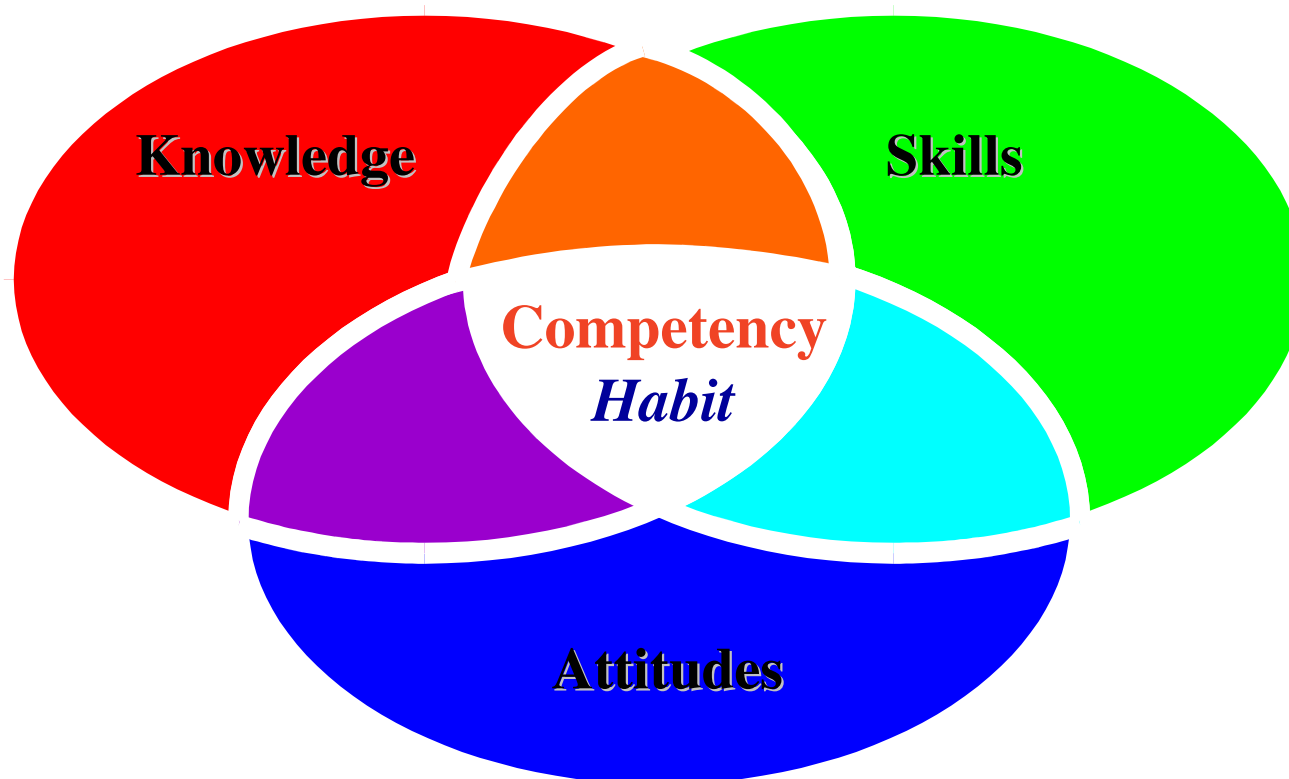


Enabling Performance

What is our Purpose?

Competency is holistic, it is the ability to do... accomplish..!

Changing Actions, Habits that deliver consistent results is the purpose of Learning



How do we do it?



- *Design to Deliver habit change – hence results*
 - *Enchant, Motivate, Create motivation for learning*
 - *Remove Cognitive Dissonance*
 - *Distribute Cognitive Load*
 - *Induce trial, allow familiarization*
 - *Support through Multiple Stimuli*
 - *Sustain focus through Leader involvement*
 - *Manage, refine measurements*
 - *Create learning movements in communities, teams*
 - *Learning Engineering...*
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Gagne's Model – Adult Learning



Instructional Event	Internal Mental Process
1. Gain attention	<i>Stimuli activates receptors</i>
2. Inform learners of objectives	<i>Creates level of expectation for learning</i>
3. Stimulate recall of prior learning	<i>Retrieval and activation of short-term memory</i>
4. Present the content	<i>Selective perception of content</i>
5. Provide "learning guidance"	<i>Semantic encoding for storage long-term memory</i>
6. Elicit performance (practice)	<i>Responds to questions to enhance encoding and verification</i>
7. Provide feedback	<i>Reinforcement and assessment of correct performance</i>
8. Assess performance	<i>Retrieval and reinforcement of content as final evaluation</i>
9. Enhance retention and transfer to the job	<i>Retrieval and generalization of learned skill to new situation</i>

How does it work?



Example: Learning objective - Recognize an equilateral triangle:

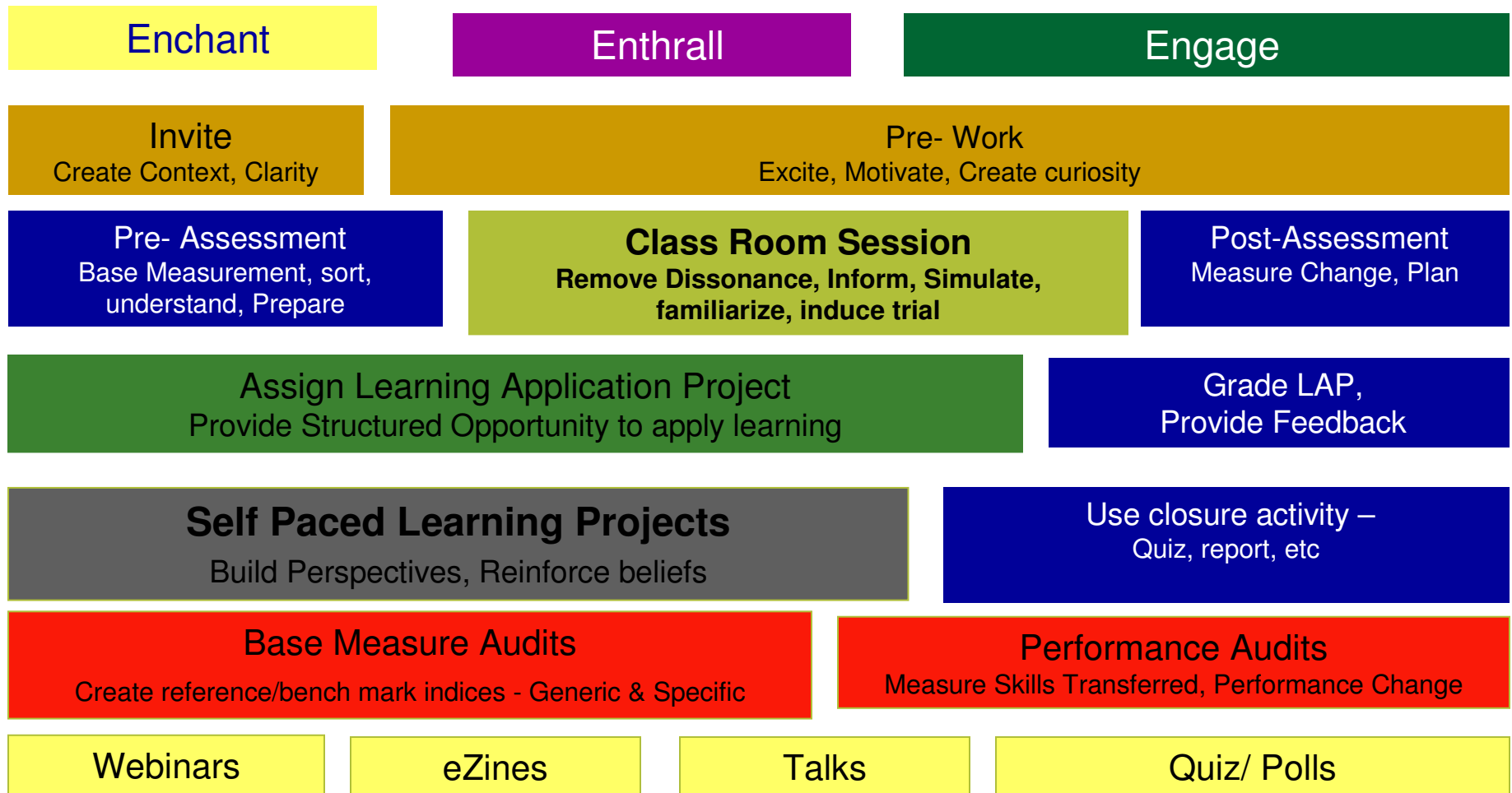
1. **Gain attention** - show variety of computer generated triangles
 2. **Identify objective** - pose question: "What is an equilateral triangle?"
 3. **Recall prior learning** - review definitions of triangles
 4. **Present stimulus** - give definition of equilateral triangle
 5. **Guide learning**- show example of how to create equilateral
 6. **Elicit performance** - ask students to create 5 different examples
 7. **Provide feedback** - check all examples as correct/incorrect
 8. **Assess performance**- provide scores and remediation
 9. **Enhance retention/transfer** - show pictures of objects and ask students to identify equilaterals
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Technically Speaking...



- (1) gaining attention (**reception**)
 - (2) informing learners of the objective (**expectancy**)
 - (3) stimulating recall of prior learning (**retrieval**)
 - (4) presenting the stimulus (**selective perception**)
 - (5) providing learning guidance (**semantic encoding**)
 - (6) eliciting performance (**responding**)
 - (7) providing feedback (**reinforcement**)
 - (8) assessing performance (**retrieval**)
 - (9) enhancing retention and transfer (**generalization**).
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Mentor Multiple Stimuli Model



The Process



- *Understand – Strategize – Plan*
 - *Calendarize – Schedule – Communicate*
 - *Design – Develop – Validate - Render – Version*
 - *Administer – Deliver – Report*
 - *Measure – Analyze – Report*
 - *Review – Act – Report*
 - *Input into Future Strategy & Plan*
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Enabling Performance

Thank you
