

### Delivery Strategies



NTC Instruction Seminar

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### Main Objective

Given a performance-based objective, develop a delivery strategy that would get the intended target audience to that objective and meets the minimum criteria specified in the NTC Lesson Plan Evaluation Checklist (LPEC).



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### Route

- Define Learning and Learning Strategy
- Importance of Delivery Strategies
- General Guidelines
- Types of Delivery Strategies
- Delivery Strategies Pros and Cons
- Selecting the Appropriate Delivery Strategy: Factors for Consideration



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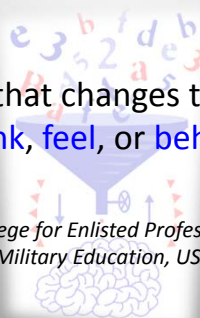
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### Learning...

Anything that changes the way you think, feel, or behave.

*College for Enlisted Professional Military Education, USAF*



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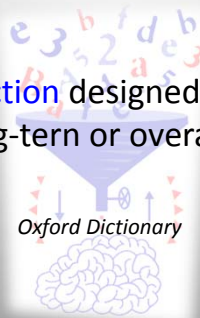
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### Learning Strategy...

Plan of action designed to achieve a long-term or overall aim.

*Oxford Dictionary*



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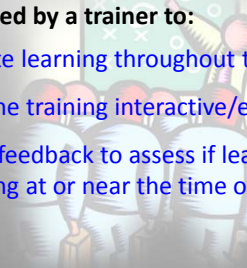
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### Delivery Strategy

Delivery strategies are actions, activities, or events used by a trainer to:

- Facilitate learning throughout the lesson
- Make the training interactive/engaging/fun
- Obtain feedback to assess if learning is occurring at or near the time of instruction



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### Why are Delivery Strategies Important?

- Motivates learners
- Helps learners prepare
- Allows learners to apply and practice
- Assists learners in retaining and transferring what they have learned
- Allows them to integrate their own preferences with other skills and knowledge
- Makes the training fun

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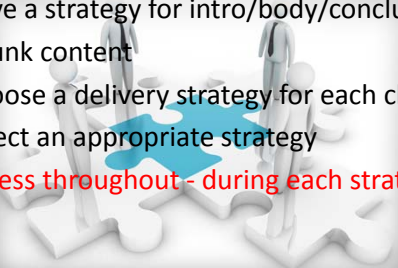
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### General Guidelines

- Have a strategy for intro/body/conclusion
- Chunk content
- Choose a delivery strategy for each chunk
- Select an appropriate strategy
- Assess throughout - during each strategy



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### Types of Delivery Strategies

- Discussion
- Brainstorming Exercises
- Games
- Role Play
- Demonstration Performance
- Case Study Exercises



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### Discussion

Participative method that relies on interaction and involvement of the learners for its success.



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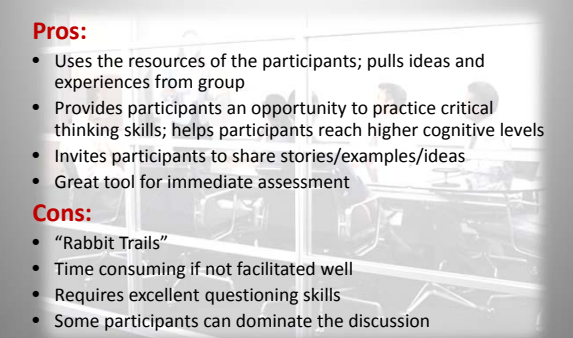
### Discussion

**Pros:**

- Uses the resources of the participants; pulls ideas and experiences from group
- Provides participants an opportunity to practice critical thinking skills; helps participants reach higher cognitive levels
- Invites participants to share stories/examples/ideas
- Great tool for immediate assessment

**Cons:**

- “Rabbit Trails”
- Time consuming if not facilitated well
- Requires excellent questioning skills
- Some participants can dominate the discussion



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### Group Brainstorming Exercises

Participative method that relies on interaction and involvement of the learners for its success.



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## Group Brainstorming Exercises

### Pros:

- Any size group can be used (e.g., 2, 4, 6)
- Encourages input from everyone
- Solicit ideas in a comfortable setting
- Less stress on the instructor to maintain class attention
- Quick, easy way to get students involved anytime

### Cons:

- Lack of focus by some members within a group
- Can be time consuming if coupled with an out-brief
- Immediate assessment can be a challenge
- Some participants can dominate the group

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## Games

Physical or mental activity or contest that has rules and that people do for pleasure.



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## Games

### Pros:

- Fun – great for creating a playful atmosphere
- Encourage participation
- Aid in retention
- Immediate assessment available for instructor
- Numerous choices available to meet objectives

### Cons:

- Can generate competitive emotions
- Can be time consuming
- Chaos – due to lack of ground rules
- Sometimes not linked to an objective/no purpose

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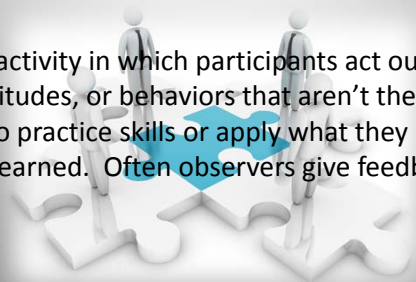
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### Role Play

An activity in which participants act out roles, attitudes, or behaviors that aren't their own to practice skills or apply what they have learned. Often observers give feedback



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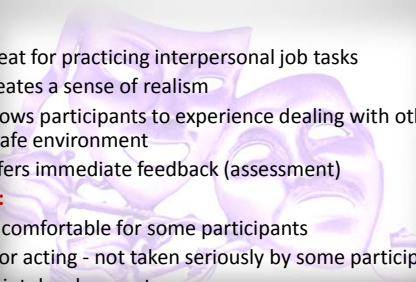
### Role Play

**Pros:**

- Great for practicing interpersonal job tasks
- Creates a sense of realism
- Allows participants to experience dealing with others in a safe environment
- Offers immediate feedback (assessment)

**Cons:**

- Uncomfortable for some participants
- Poor acting - not taken seriously by some participants
- Script development



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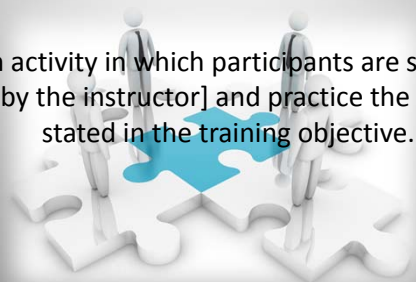
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### Demonstration Performance

An activity in which participants are shown [by the instructor] and practice the task stated in the training objective.



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### Demonstration Performance

**Pros:**

- Great for training skill-based job tasks
- Allows participants to see skill first-hand
- Allows participants to practice skill in a safe environment before returning to home office
- Offers immediate feedback (assessment)

**Cons:**

- Can be time consuming
- Resources – lack of (i.e., equipment, space, etc.)

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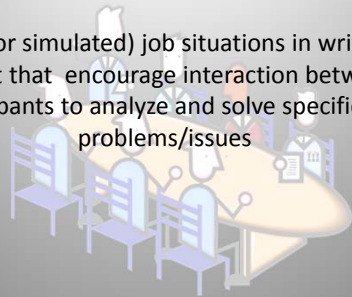
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### Case Studies

Real (or simulated) job situations in written format that encourage interaction between participants to analyze and solve specific job problems/issues



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### Case Studies

**Pros:**

- Great for achieving higher cognitive skills
- Allows participants to use critical thinking
- Allows participants to gain experience from real-world situations experienced by others
- Interesting – if real field examples are used
- Provides students with something to reflect upon

**Cons:**

- Can be time consuming for SMEs to develop
- Can be time consuming to deliver
- Can be challenging to facilitate

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### Selecting A Delivery Strategy: Factors for Consideration

- Instructional Objectives
- Cost or Budget
- Lesson Content
- Learners' Knowledge and Expectations
- Trainer's Experience and Capability
- Time Availability
- Facilities, Equipment, and Material



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### Your Training Presentation



- Must use at least two strategies
- Strategies must align with stated objective



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### Conclusion



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