

# California Park & Recreation Society

## Education Division

### Training Development Process No More Talking Heads--We Can Learn From Each Other!

Session Delivery Formats that add "spice" to your learning sessions:

Interactivity: Involves audience participation in which attendee interaction comprises much of the session. For instance try these--Game Show, Top 10, Self-Assessment, Role Play, Interrogation, Debate

Case Study: a particular example of something used or analyzed in order to illustrate a thesis or principle.

Round Table: group discussions designed to share favorite special events/programs and sharing tips, first in small groups, then to all the session participants. At the end of the session, a list of all the programs discussed and presented will be made available for session participants.

Flash Talks: brief lecturettes that lay the ground work for a brief discussion about a content area sometimes explained by asking "what keeps you up at night." (3 in a 75 minute session).

PechaKucha/Ignite/Lightning Talks: style in which 20 slides are shown for 20 seconds each (six minutes and 40 seconds in total).

Panel with Q&A: learn from a panel (two or more content leaders) of knowledgeable professionals and get your questions answered.

Roundtable: facilitated discussions where attendees share knowledge and swap ideas on a particular topic.

Show & Tell: visuals & lecturette that allows bragging to occur around a common theme like a CPRS award winner, fun runs for kids, Wii competition for seniors, etc.

Innovative Elements: present a successful, original idea or an idea that your agency has creatively implemented in the area of park operations, maintenance, programming, or management. The "Innovative Element" may involve personnel, safety, equipment, preventive maintenance, operations, design, or any other area related to park & recreation management.

RecFit Clinics: sessions designed to push people a little bit further than they would normally push themselves using camaraderie, competition, and fun of sport; a series of two or three sessions back to back, content focus is woven throughout each session so it flows like a cross-fit class.

Contact us!

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## **Train for Knowledge Levels--Being Intentional About Who The target Audience Is:**

Level 3 (most preferred): developed for the participant who has a thorough knowledge of the literature and professional practice of the content covered.

Level 2: ideal for participants with a general knowledge of the literature and professional practice within the areas covered.

Level 1: Assumes the participant has little or no knowledge of the areas covered\*.

\*(Level 1 is used on rare occasion because a majority of our members have been in the field of parks and recreation for many years. The exception might be part-time staff or volunteers new to the organization or new to conducting programs)

## **Characteristics That Make A Good Learning Events--Use these points in creating your learning culture:**

- Peer to Peer exceeds peer to consultant/supplier ratio
- Planned by Peers
- Freedom to learn, borderless, no tracks, the Law of Two Feet\* applied
- Solution-Packed
- Iterative
- Highly relevant content
- Cost effective
- Touches multiple stake-holders
- 1<sup>st</sup> timers feel included
- Shared understanding that education happens in the classroom and vendors sell in the exhibit hall

\*The law of two feet means attendees are encouraged to change education sessions if desired unless you are part of the CEU process which restricts changes after ten minutes from start time. Credit given to the creators of "Open Space Technology."