



Yours In Training

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Hello Subscriber! On behalf of the team at MRWED Training and Assessment, I hope you enjoy this issue of Yours In Training!

If you would like to view this issue online visit <http://www.mrwed.com.au/YITJune2009.pdf>

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1. What is happening at MRWED?



It has been a busy month at MRWED as we had a record amount of face-to-face courses in a single month with 18. In addition to this, we had courses in Mali (West Africa), Singapore and commenced our first Diploma of Training and Assessment Course in Melbourne.

For more MRWED news check out our news page:

<http://www.mrwed.com.au/news2009/news2009.htm>

2. Tips and Tricks



Training Tip: Questions for Coaches

Are you a coach or a mentor? Ever wondered what questions to ask when meeting with your client/candidate? Well Coert Visser from Solution Focused Change (<http://solutionfocusedchange.blogspot.com/>) has some ideas.

When you meet you may like to consider the following:

1. What is the reason for our conversation?
2. How can we make our conversation useful?
3. What is it you want to change something about?
4. What do you want to achieve?
5. What is already going right?
6. What has helped you so far?
7. How can you expand what already works?
8. What is your next small step forward?

Asking the right questions initially will help you to craft the best support for your candidate. Engaging them in reflection of their present strengths and weaknesses and where they would like to end up will ensure that you both have some direction for the coaching/mentoring relationship. It will also assist in making your time together more productive, as you have a have something to measure the outcomes against. Good luck!

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Training Game: “What’s My Flavour?”

In our Cert IV TAA class we often show a Garfield cartoon which pictures the famous cat running after an ice cream van, saying “jogging is much more enjoyable when you have the proper motivation”. The message here, is that it’s important to find our students’ “ice cream van” - that thing that gets them up and following us! This cartoon has inspired the feature training game this month: “What’s my flavour?”

Firstly, ask students to form small groups. Next ask them to disclose their favourite ice cream flavour and the reasons for it being their favourite. If they do not like ice cream ask them to nominate a drink flavour instead. This discussion may reveal something about that person and act as a means to further conversation. Are they sweet, a bit nutty or plain, but smooth? I am not sure what it means if they like Rocky Road though!

As an extension to this, you could discuss whether there was common characteristics that the whole group liked or disliked and why. This could lead to content on how preferences affect decision making or how consensus is difficult when there are different motivating factors.

For the record, my favourite flavour is Peppermint Choc Chip.



3. Training Stories

Live and Learn with Harvard Business Publishing

Economic downturns result in companies spending less on internal training. In 2008 alone, organisations spent 11 percent less per learner. However, spending less money does not necessarily translate to less training. Companies are now using more e-learning technologies to decrease travel costs, make internal knowledge more obtainable, and customise training for individuals. Additionally, a survey by Harvard Business Review of more than 500 companies found that while 62 percent have decreased their training budgets, more than 50 percent have increased the number of e-learning modules, Webinars, and other types of virtual education. Virtual learning is now more sophisticated and costs less. Better savings also come from knowledge-sharing communities which allow in-house experts to educate others for free.

Although there has been a great deal of Internet training, Harvard Business Review report that there is also an increase in blended learning. This process combines instructor-led training with an online component, which is usually

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managed by a moderator. Blended learning is helpful because it "facilitates critical thinking because it allows students to reflect on what they're learning and follow up with questions as the course continues over time," says Peter McAteer, vice president and managing director of corporate learning at Harvard Business Publishing. Blended learning also allows instructors to offer their expertise from a distance.

If you have a successful training practice implemented in your organisation, we would love to hear about it. Email me directly: mrattcliffe@mrwed.com.au

4. Web Roundup!



This month's feature website is "TeacherTube". This site is a video sharing website similar to, and based on, YouTube. It is designed to allow those in education and training to share resources. So if you are stuck for a resource to support your training or want to share something useful which you have created, this site is for you!

TeacherTube contains a mixture of classroom teaching resources and other resources designed to aid teacher training. It has found favour with educators for whom YouTube content is blocked by content filtering systems. Additionally, a number of students have also uploaded videos that they have made as part of school and college courses. The website contains over 50,000 videos, so there is likely to be something to help you on your next training course. To test drive visit: www.teachertube.com

5. MRWED Quick Links



What would you like to visit?

- [Course Dates](#)
- [MRWED News](#)
- [MRWED Home](#)
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Next Issue...

Next month we will look at ways to limit the affects of difficult participants in your training environment, checkout a site to download free powerpoint backgrounds and review a get-to-know you game called "Ping Pong".

If you have any questions, suggestions or issues to be discussed on the Yours in Training! Ezine then please [email](#) us or call our Client Relations Team on **Freecall 1800 2 TRAIN** (1800 2 87246).

Happy training!



Marc Ratcliffe
Principal – MRWED

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