



REINFORCING LEARNING

Dr Mario Denton

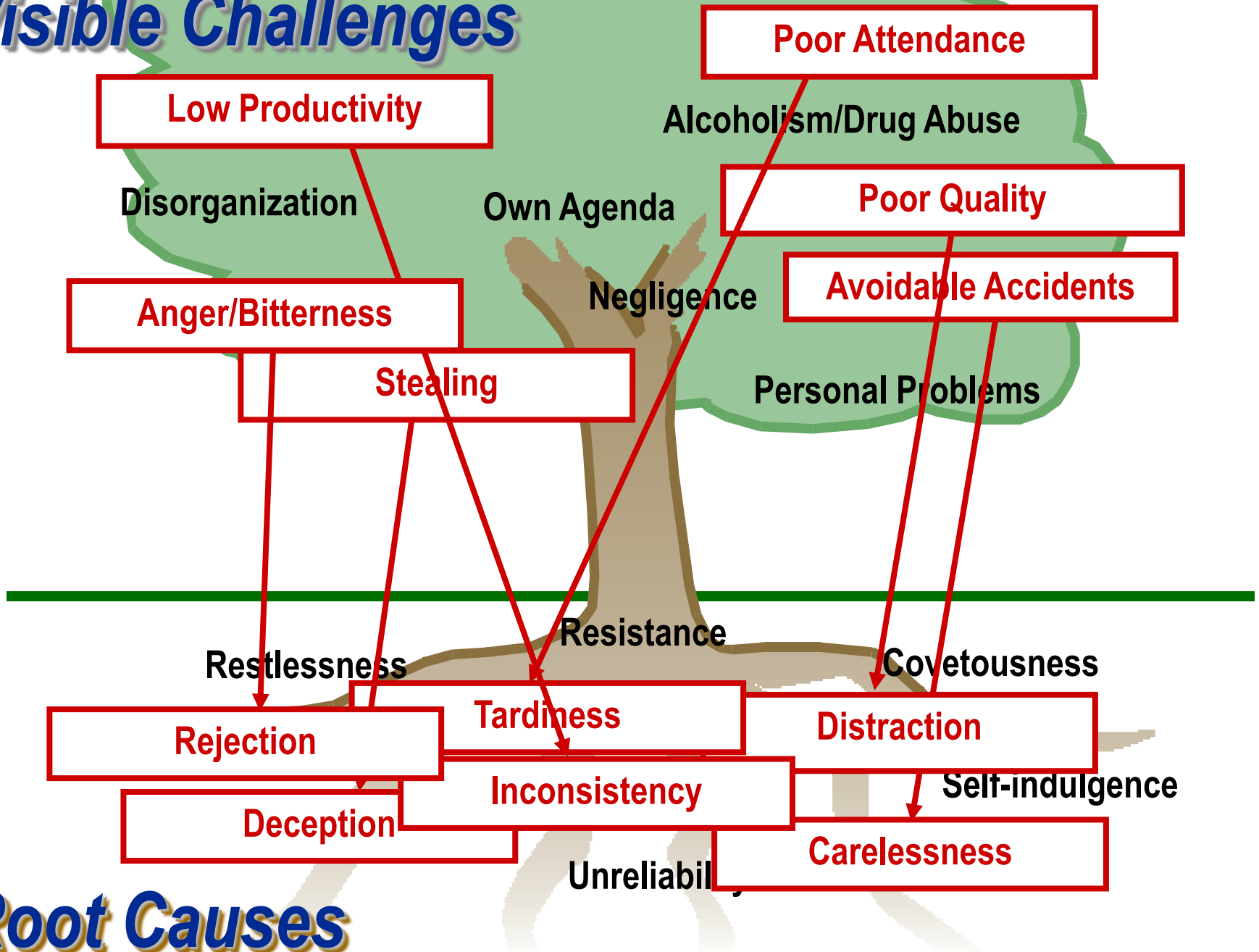
Brain Teaser: What do you see



Core Beliefs: Approaches to learning

- **Learning is a process, not an event**
- **Learning should address impact**
- **Learning occurs through individual insight**
- **Work learning is life learning**
- **Multiple-methods to meet multiple-needs**

Visible Challenges



Root Causes

Inside-out and outside-in Learning

- **Outside-in: Information and knowledge are imparted from outside of you**
- **Inside –out: Development begins by recognising that learners have existing knowledge and cognitive frameworks**

Inside-out and outside-in Learning

	Outside-in learning	Inside-out learning
Pros	Controllable Efficient Predictable	Fosters insight Engagement Personalisation
Cons	Inflexible Tell-oriented Predictable	Unpredictable Takes time
Value	Know it	Live it

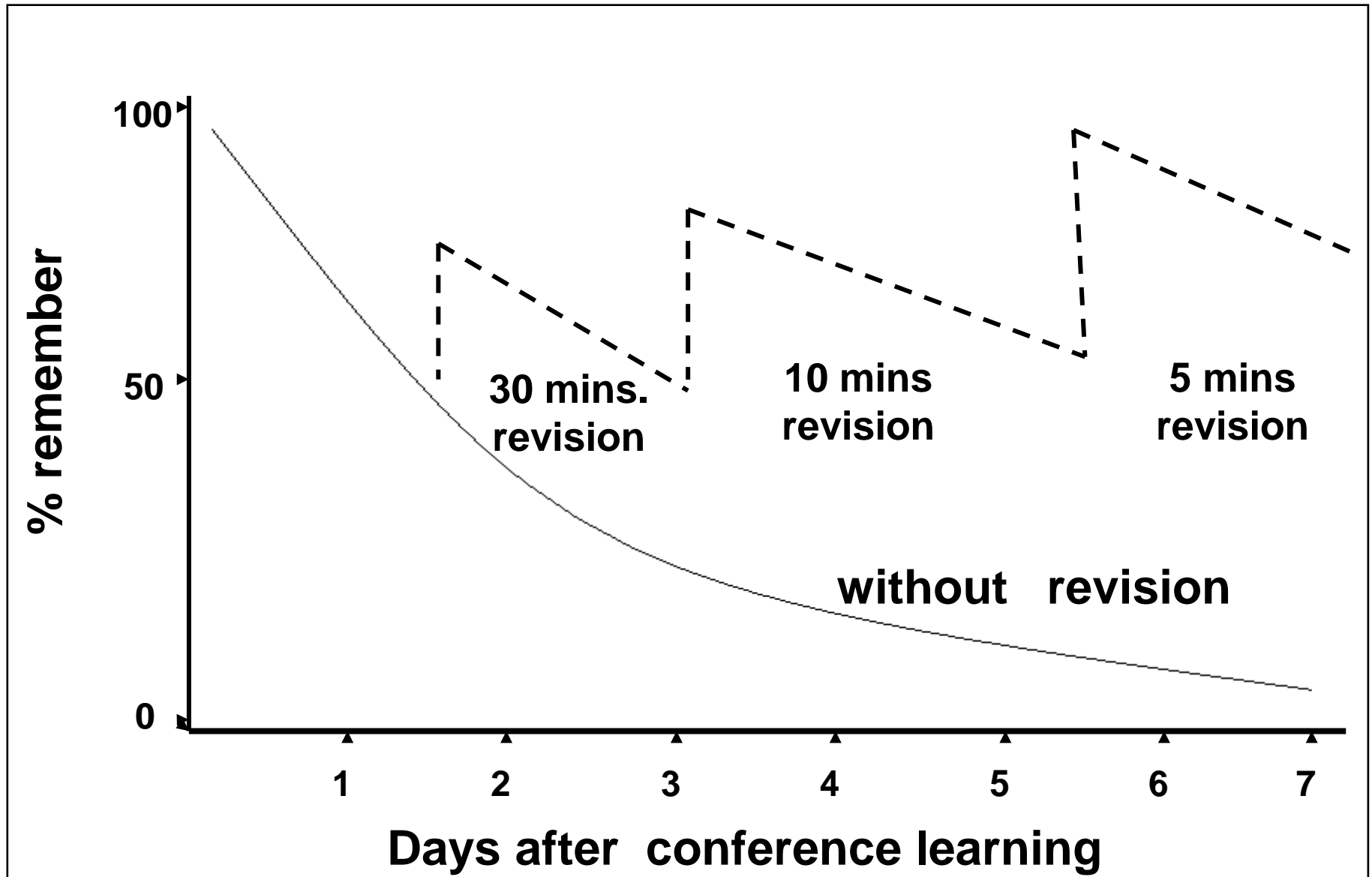
We are picture-oriented

- If our picture of current reality is brighter and clearer than our picture of the goal we will stick with current reality.



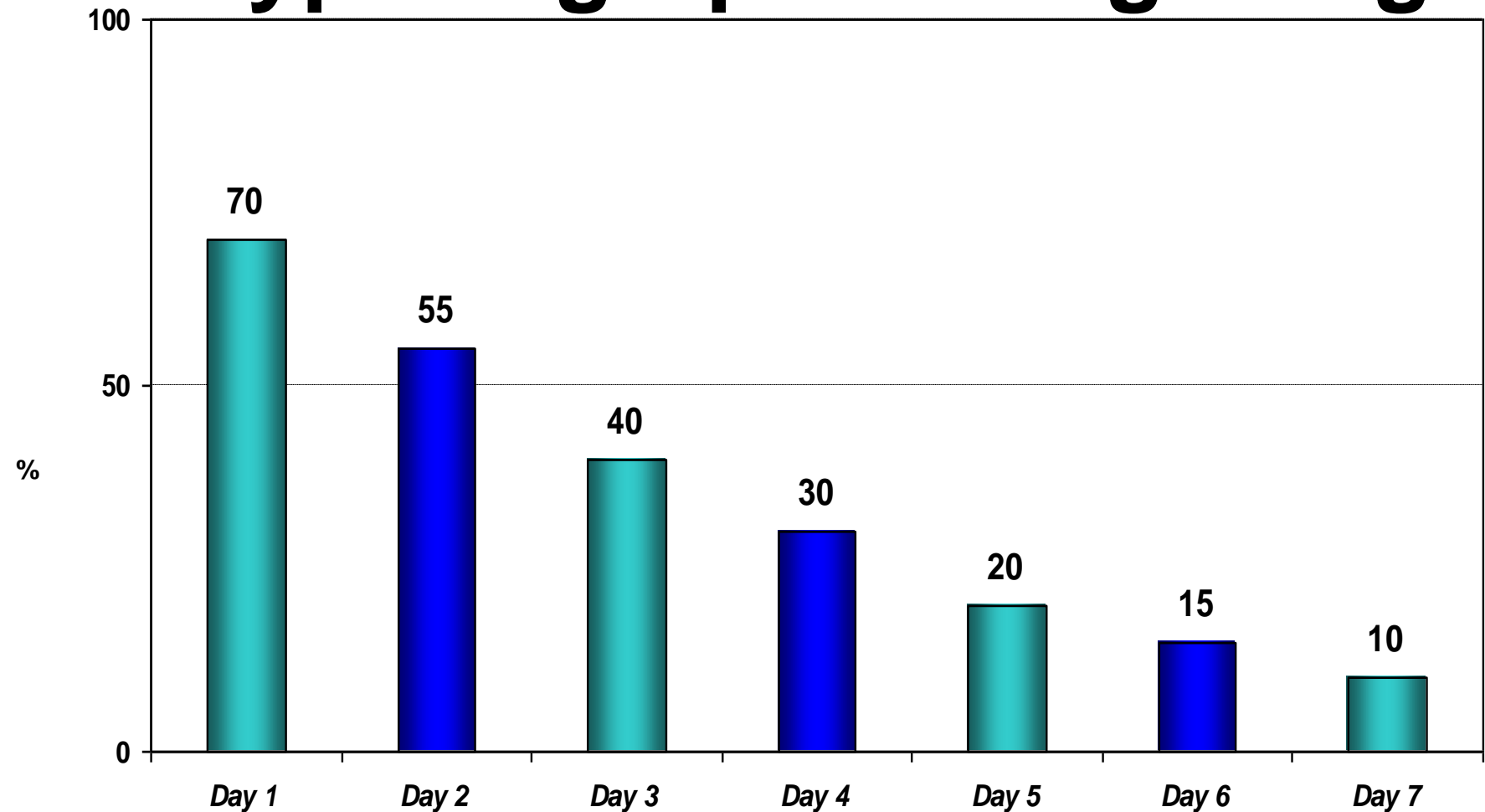
LAT approach	Learn	Apply	Teach others: You learn by teaching others
Focus	Knowledge Understanding	Information Discrete skill	Insight Versatility Reflection
Delivery Timeframe	Extended; many years	Compact: days or weeks	Tied to job/career timeframe; usually months
Outcomes	Broad knowledge expansion	Specific learning outcomes	Performance outcomes Competency development Behaviour change
Process focus	Open-ended exploration	Event	Sequence of activities to a specific development plan
Benefits	Career options	Improved action Immediately observable	Improved job performance Observable over time
Purpose	YOU	GROWTH	MULTIPLICATION

Reinforcing Learning through value added coaching

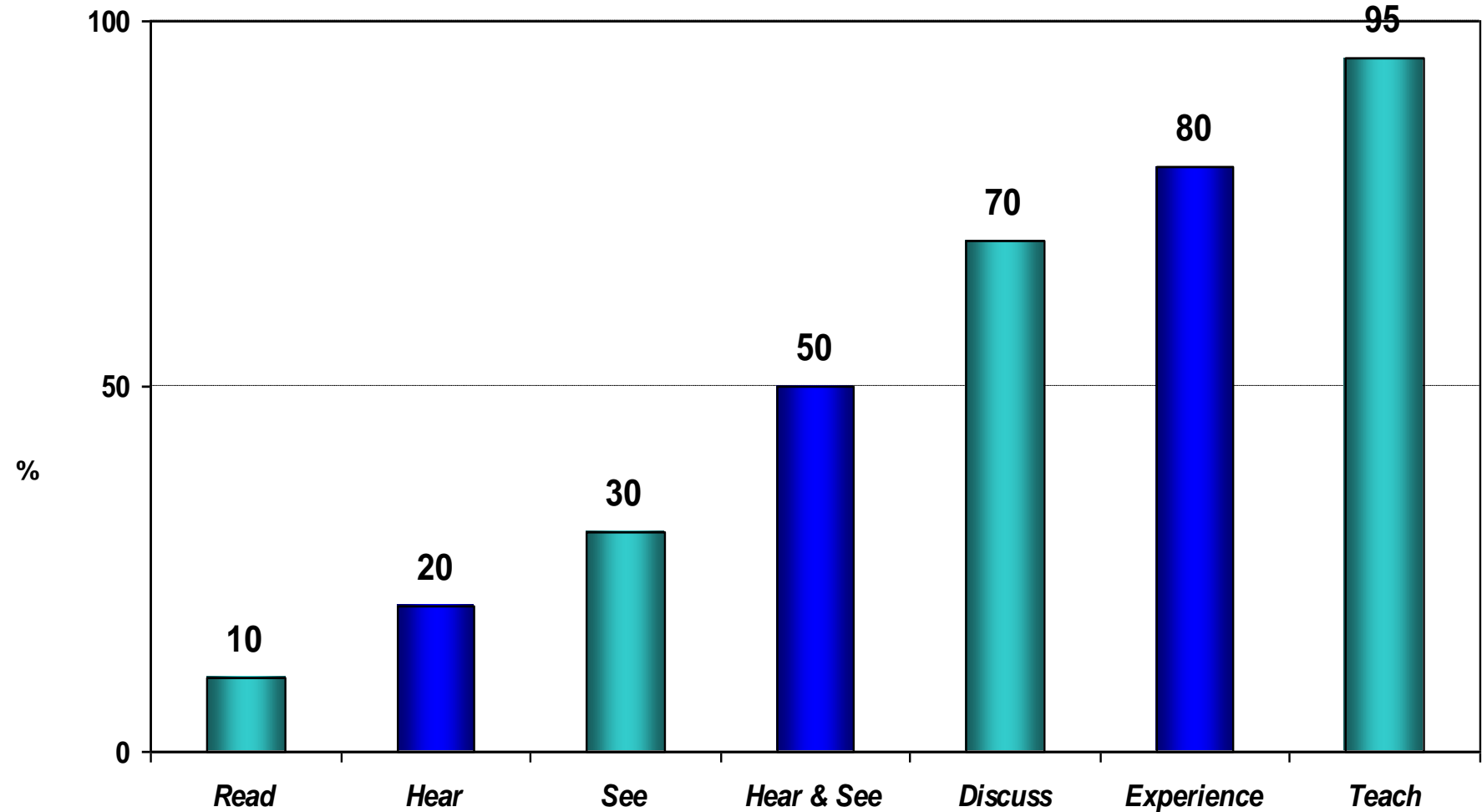


Typical graph of forgetting

Typical graph of forgetting.

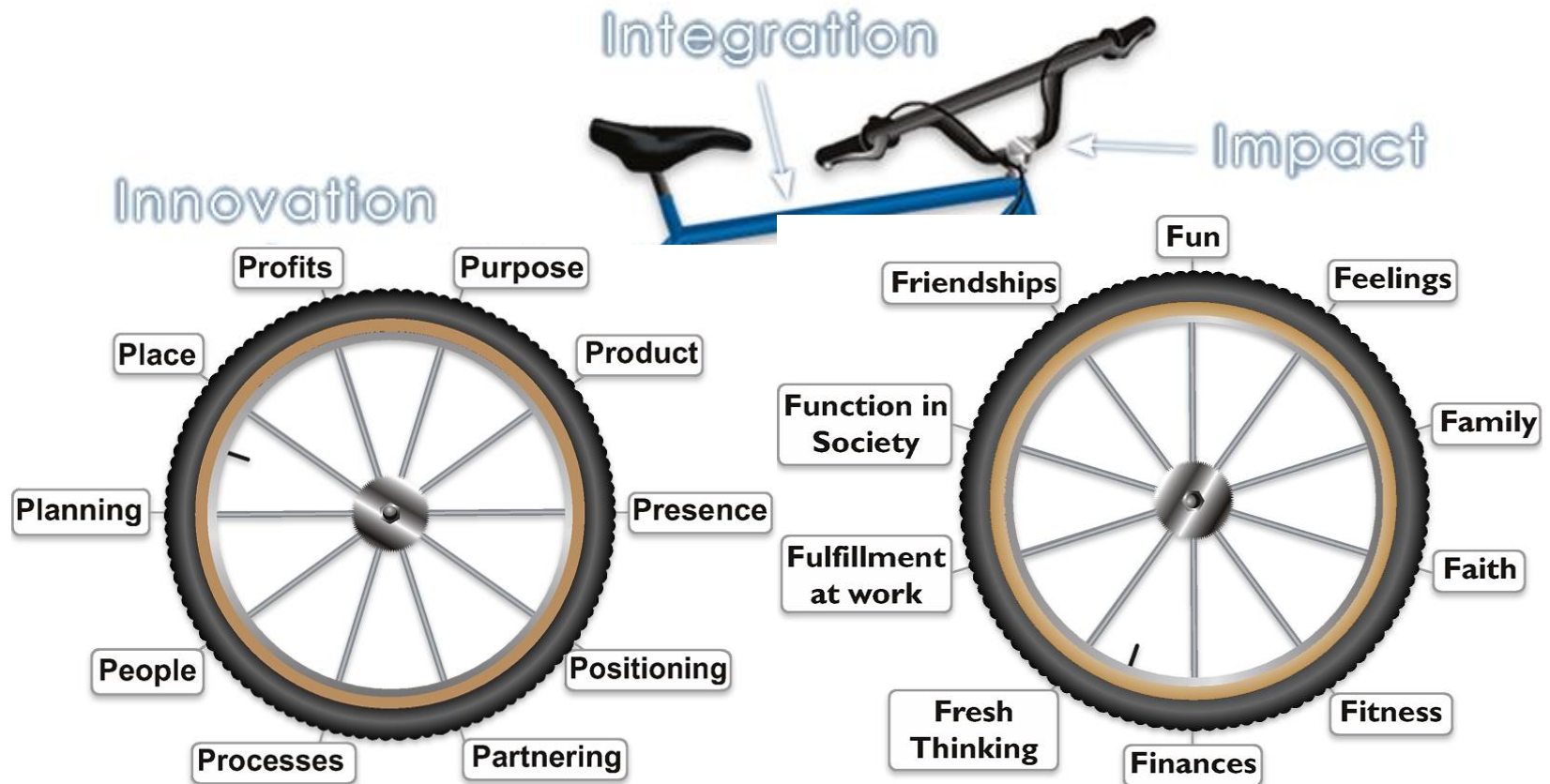


How do people learn?....

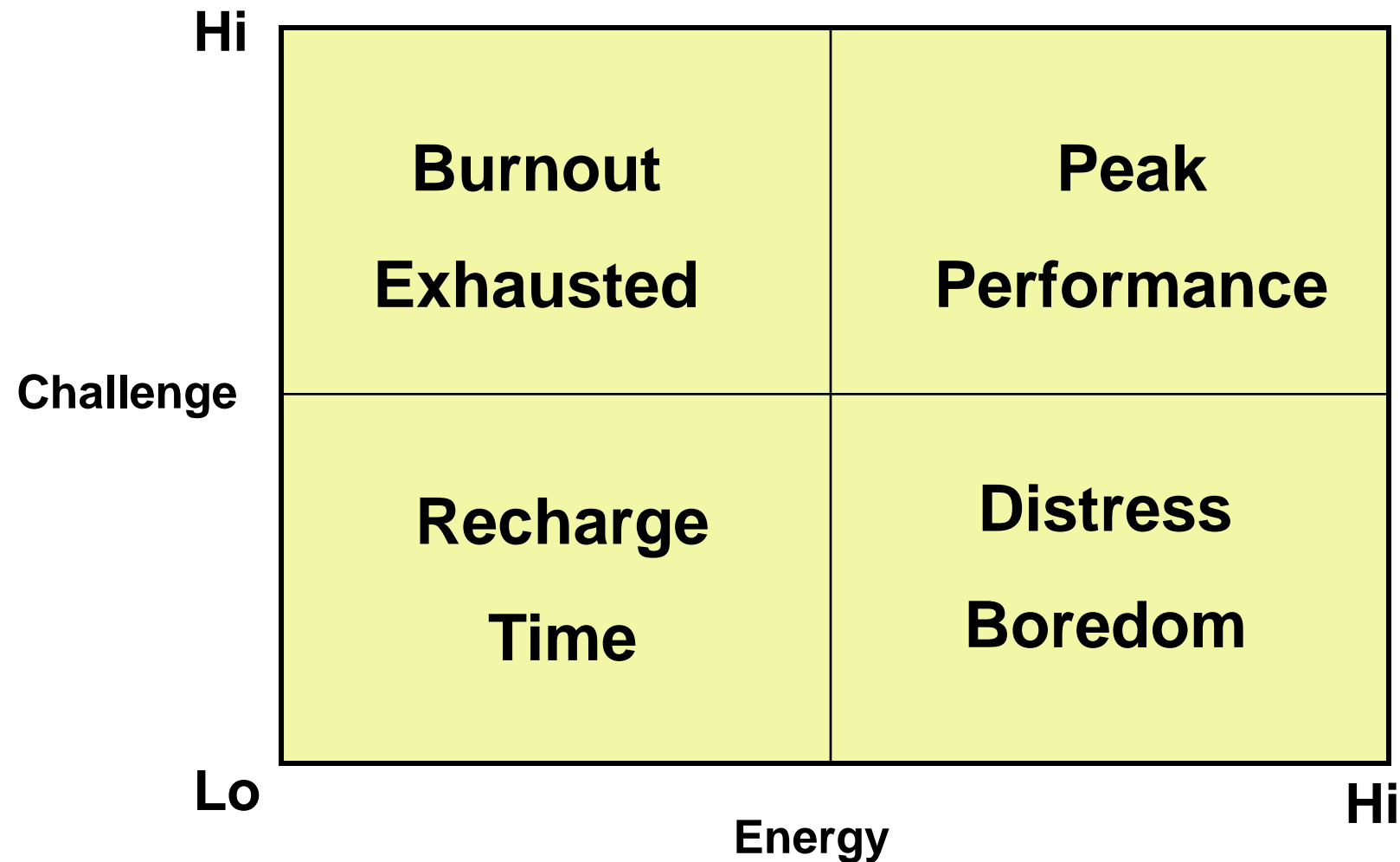


Before we repurpose a business we must repurpose the leader

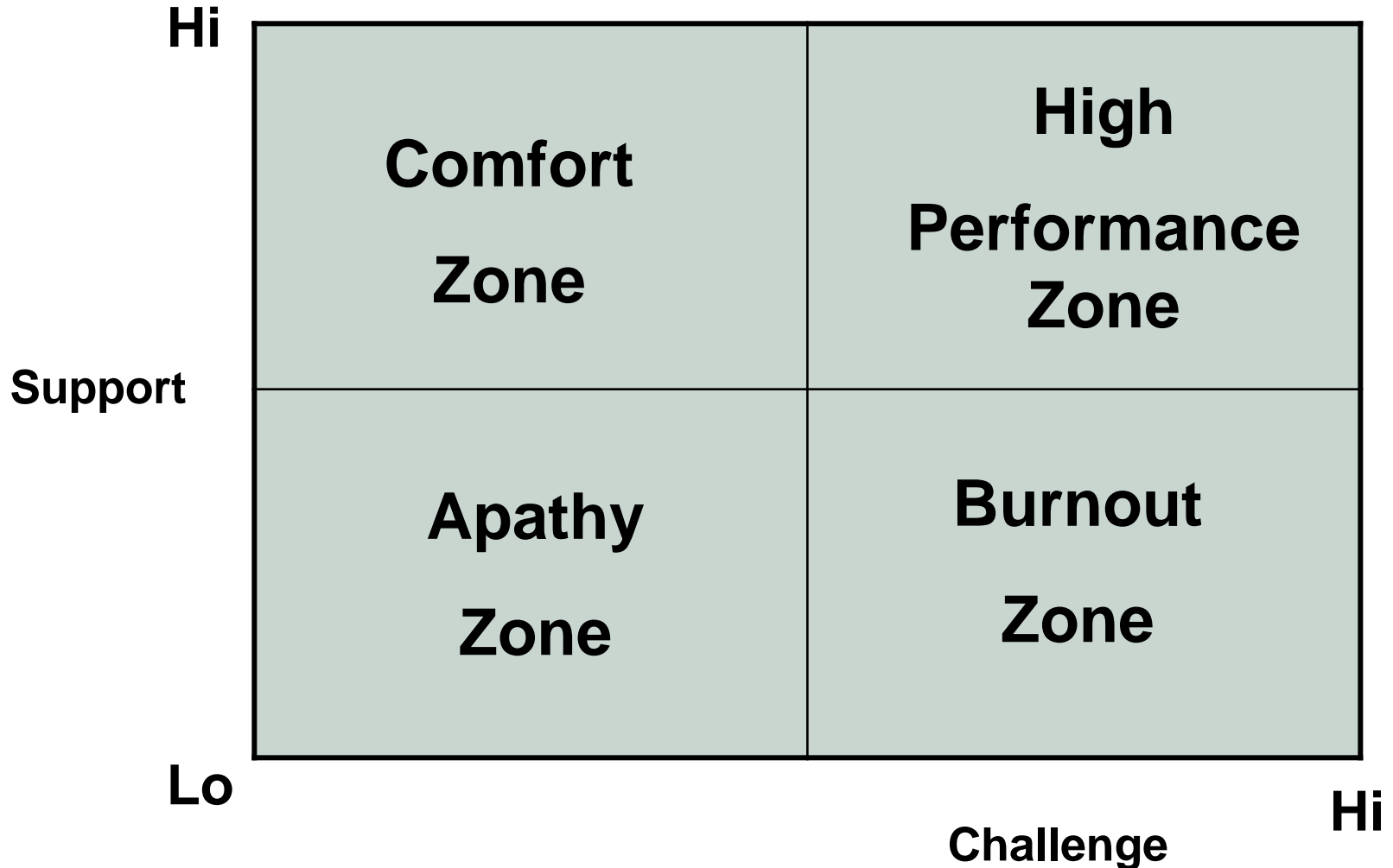
Source: Brett Johnson



BALANCING YOUR ENERGY



EMPOWERMENT

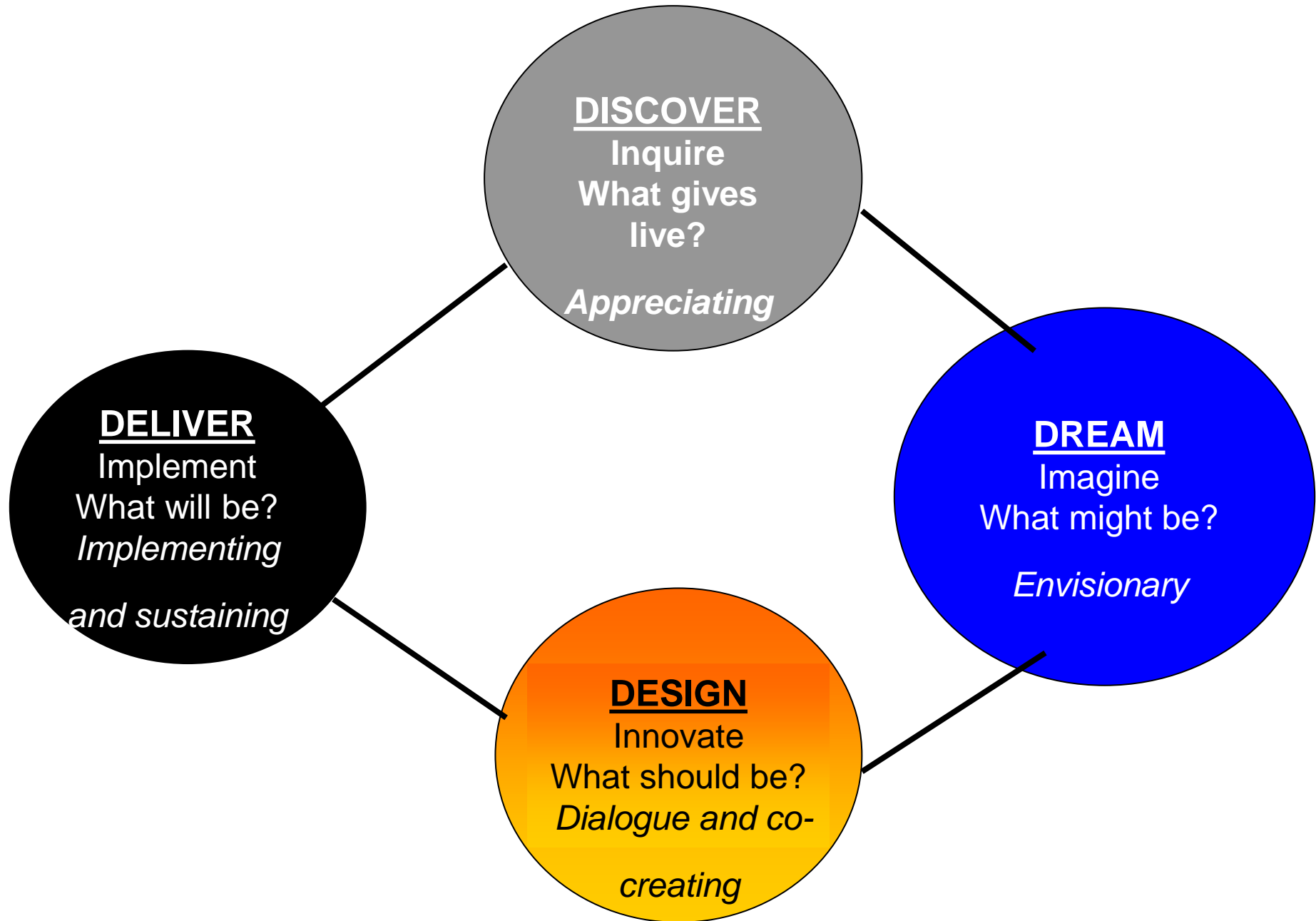


Crisis

危機

DANGER

**HIDDEN
OPPORTUNITY**



Heartbeat©

What is complicating your life right now?

What keeps you awake (at night)?

What inspires you/makes you tick?

What are some of the indicators of high vitality in your life?

What gives your spirit, mind, heart and body energy?

What are your dreams/ fears?

What would you like to be remembered for?

Discuss your unfolding strategy.

What are the things (top priorities) you need to:

Let go? Stop? Maintain? Initiate?

If you could change anything, what would it be?

(Yourself, team, organisation)

Closing comments



“You are unique and different. You are a loved and valuable person. God has a wonderful plan of Character significance for your life. You can live a life full of abundance and significance if you trust in Him. He will give you the desires of your heart.” Mario and Mariene



**Make a
difference
wherever
you go?
Be significant –
stand out.
Mario Denton**



BLESSINGS FROM MARIO DENTON

Let's keep the good coaching vibes alive. Let's network.

Become a member of the Strong Message People and Change Management Coaching Forum.

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