



STOP THE YADA YADAS!

We've all been there.

Training SO lecture-laden you have to hold your tongue not to say, "STOP TALKING!"

If your colleagues or SMEs are guilty of being a "Yada-Yada"(someone who talks too much coined by the Seinfeld Show) when delivering training, here are some very quick alternatives to lecture that can be easily used to create a more engaging learning experience:

1. **Take a poll** – If you have an electronic way to capture this, cool! If not, a show of hands (virtually or in the classroom) is just fine.
2. **Ask an open-ended question** – "How many of you have...? (Relate the question to a pain point that many have experienced because of the lack of skills/knowledge you are about to provide them.)"
3. **Instant puzzles** that are related to the topic at hand. - There are TONS of these online as well as in our favorite book series, the Games Trainers Play by Newstrom and Scannell.
4. **Small group breakouts** - Provide chart paper, whiteboard or virtual whiteboard for learners to brainstorm and take notes. Give the group a sense of urgency (and energy!) by making the task time driven.
5. **Internal summary** - YOU know what you just talked about. Ask the learners to summarize the points just covered.

For more information on additional facilitation techniques, click [HERE](#) and check out our *Facilitate Training With Impact!* workshop.

Remember: the adult attention span in the classroom is only a few minutes and like that of a toddler when you go online. Your job as a facilitator is to keep your learners engaged so that learning sticks and is transferred back to the job. ...*A*lways our goal in training.

No more Yada -Yadas!

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