

## Training Clinic Moments September 2017

With the explosion of new and ever-changing technology available to help our training efforts, beware of falling for the gimmicks and forgetting the substance like setting the climate. Climate setting is a **MUST** for training anyone, anytime, anywhere, and anything!



### CLIMATE SETTING

The #1 question we get from most trainers: "How do I engage my learners more?"

The answer: **Start with setting the learning climate!**

Setting the climate literally establishes the tone for your training. If people are comfortable (think of yourself in a perfect temperature room!), and engaged from the start, they are going to be more apt to plug in and participate.

Here are some quick ways to ensure you're setting a comfortable learning climate whether virtual, classroom or OJT:

- Introduce yourself to participants via email before the session. Share your enthusiasm for the topic. List some key take-aways. Invite questions.
- Have the learning space ready before participants arrive.
- Personally greet everyone as they enter the learning space.
- Engage in small talk whether you know them or not. Remember you're setting a tone!
- Invite them to sit where they would like (adults LOVE to make choices!).
- Give them something to do, e.g. filling out a name tent, meeting others, helping themselves to coffee.

- Start the session with an ice breaker or session starter.
- Talk about your role and theirs, along with ground rules, agenda, etc.

Remember, the whole point of climate setting is to get your learners' head in the game.

Don't cut them off at the knees by jumping into the content too quickly. Instead, help them gently transition from what they *were* doing before the session to becoming an active responsive learner.

Set a productive, inviting learning climate.

High learner engagement will be sure to follow!

Want more information on this topic and other facilitation techniques?  
Sign up for our ***Facilitate Training With Impact!*** workshop.  
Click [HERE](#) for more information.

Click [HERE](#) to check out our Public Workshops & Certification programs crafted just for you!

Need New Marketing Ideas? Click [HERE](#) to join us on 11/7/17 for our free webinar: "Target, Bond, Go Get 'em! Marketing Training in Your Organization"



We hope you enjoy and can use this month's Training Clinic Moment as part of YOUR training journey.

Please keep in touch along the way - we're all in this together!

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