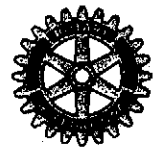


Rotary Leadership Institute Faculty Orientation

Purpose Of The Day

- Provide all Discussion Leaders with techniques that can be used to enable learning
- To enable each discussion leader to feel comfortable with any group or topic
- So that we may provide all future RLI Faculty with the means to enhance their work with the RLI



SERVICE Above Self

How Do We Learn & Retain Most Efficiently?

- What is the Learning Pyramid?
- How can we make use of such information?



SERVICE Above Self

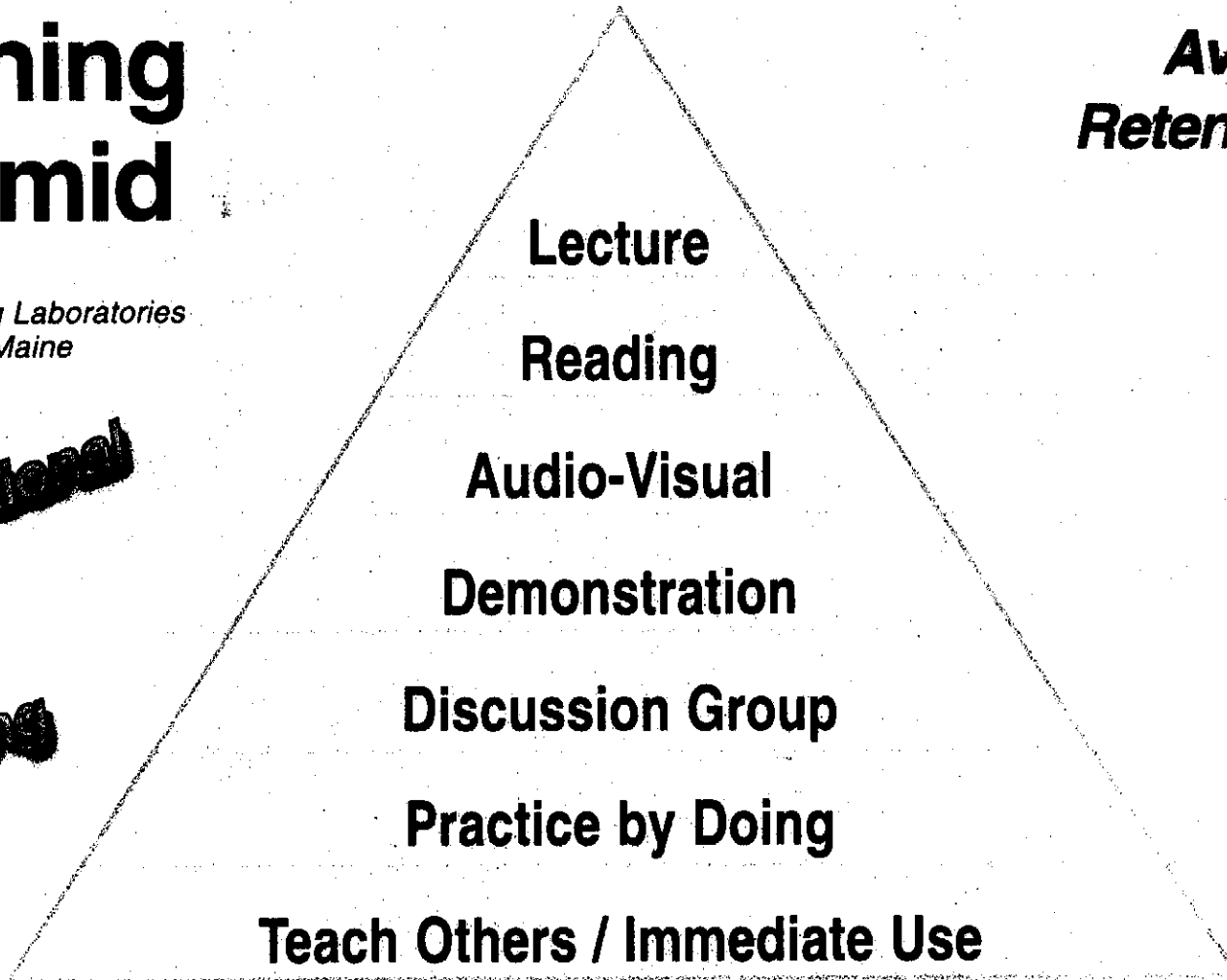
Learning Pyramid

National Training Laboratories
Bethel, Maine

Instructional



Teaching



**Average
Retention Rate**

5%

10%

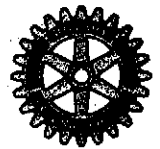
20%

30%

50%

75%

90%



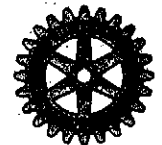
SERVICE Above Self

Working With Adults

- Why can teaching adults be more difficult than teaching children?

Adults:

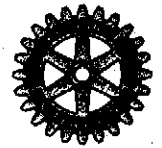
- Learn best when problem centered
- Relate new knowledge to old
- Adults, especially volunteers, don't like to be told....They like to be asked.



SERVICE Above Self

Remember Adult Learners...

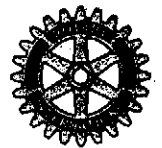
- Have years of experience
- Have beliefs, values, and opinions
- Have pride
- Need for self-direction
- Are stressed when past knowledge is challenged—may show it and tell you!



SERVICE Above Self

What's the difference?

- Facilitator
- Discussion Leader
- Lecturer



SERVICE Above Self

The Four Functions of a Discussion Leader

- Introduce and present the purpose of the session
- Stimulate the exchange of knowledge and experiences with everyone having an opportunity to participate
- Keep the objectives clearly defined and followed by the group
- Summarize the discussion



SERVICE Above Self

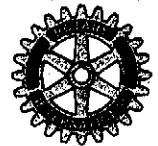
Discussion Leaders



■ Tell A Little

■ Ask A Little

*The Discussion Leader has
a stake in the outcome.*



SERVICE Above Self

In Advance...

1. Determine the pace of your program!
2. Develop your questions to stimulate discussion
Fact Questions vs.
Why Questions
3. Know what points you are trying to bring out!

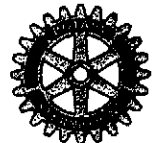


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Rules on Presentation Portion

1. Be focused
2. Script your remarks
3. Be brief to allow for group input and questions (normally not more than 5 minutes)
4. Focus on main points you wish to make

Remember, you don't have time to cover everything!



SERVICE Above Self

The Discussion Leader Must Be:

- Able to keep the group focus on the agenda
- A clear communicator
- Unbiased
- Tactful
- Analytical
- Quick thinking
- Patient
- Polite

What other traits must the meeting leader possess?

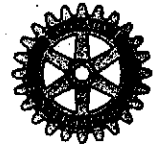


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Use of Questions

- What is an open ended question?
- Do you know what a closed ended question is?
- When do you use each type of question?



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