



# FACILITATION STRATEGIES

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# — Today

- Questions from last class
- Comments from last class
- Instructional and facilitation strategies
- Homework responses – how will you know participants understand?
- How to apply strategies – online / in person

## —— Why are we here?

- Explore strategies for engaging learners
- Discover practical ways to develop learner-centred environments
- Contrast Mongolian and Canadian teaching methods

## Activity

In groups of 3 – 4:

List 8 – 10 differences between online learning and face-to-face learning

Think about advantages and disadvantages of each

# Active Participation

Remind learners:

- What will you do when your mind wanders?
- What do you expect from yourself?
- What do you expect from your colleagues?
- Clarify your understanding through discussion

# Learning Continuum

Gerald Grow's work (1996)

<http://www.longleaf.net/ggrow/SSDL/SSDLIndex.html>

	Student	Teacher	Examples
Stage 1	Dependent	Authority, Coach	Coaching with immediate feedback. Drill. Informational lecture. Overcoming deficiencies and resistance.
Stage 2	Interested	Motivator, guide	Inspiring lecture plus guided discussion. Goal-setting and learning strategies.
Stage 3	Involved	Facilitator	Discussion facilitated by teacher who participates as equal. Seminar. Group projects.
Stage 4	Self-directed	Consultant, delegator	Internship, dissertation, individual work or self-directed study-group.

# Instructional Approaches

<b>S4: Self-Directed Learner</b>	<b>Independent projects.</b> Student-directed discussions. Discovery learning. Instructor as expert, consultant, and monitor.			
<b>S3: Involved Learner</b>	<b>Application of material.</b> Facilitated discussion. Teams working closely with instructor on real problems. Critical thinking. Learning strategies.			
<b>S2: Interested Learner</b>	<b>Intermediate material.</b> Lecture-discussion. Applying the basics in a stimulating way. Instructor as motivator.			
<b>S1: Dependent Learner</b>	<b>Introductory material.</b> Lecture. Drill. Immediate correction.			
	<b>T1: Authority Expert</b>	<b>T2: Salesperson Motivator</b>	<b>T3: Facilitator</b>	<b>T4: Delegator</b>

## Match or Mismatch?

S4: Self-Directed Learner	<b>Severe Mismatch</b> Students resent authoritarian teacher	<i>Mismatch</i>	Near Match	<b>Match</b>
S3: Involved Learner	<i>Mismatch</i>	Near Match	<b>Match</b>	Near Match
S2: Interested Learner	Near Match	<b>Match</b>	Near Match	<i>Mismatch</i>
S1: Dependent Learner	<b>Match</b>	Near Match	<i>Mismatch</i>	<b>Severe Mismatch</b> Students resent freedom they are not ready for
	T1: Authority Expert	T2: Salesperson, Motivator	T3: Facilitator	T4: Delegator



## — Break

Please take a 20 minute break from our session.

Use this time to stretch and move around.

# —— Authentic Learning

Reminder: real-world tasks and situations

Discuss in small groups for 10 – 12 minutes:

- Examples of authentic learning
- How to implement appropriately in the civil service

# Strategies for Engagement

- Turn and Talk
- Stop and Jot
- Think, Pair, Share
- Consider ratio – facilitator speak : student speak
- Know, See, Do, Reflect
- Encourage Different responses
- Exit slip

# Concept Retention

Reminder:

- Hear 10%
- See and hear 20%
- Write / draw 50%
- Discuss 80%
- Teach 90%

# —— Powerful Learning Experiences

- Match real-world, relevant tasks
- Are ambiguous or vague, requiring learners to define tasks needed to complete the activity
- Are complex, requiring investigation by students
- Provide opportunities to collaborate
- Provide opportunities for examination from different perspectives
- Provide opportunities to reflect

In a small group, list 3 – 4 kinds of activities that your learners will find powerful.

## —— Questions?

- Write down questions
- Or raise your hand and ask
- Or send questions by email at any time, to be answered at our next class

## — Next Class

- We will learn about coaching and mentoring.
- Think about what you have learned so far.
- What is your experience with coaching or mentoring?
- The next slide is a sneak preview of the class on *Coaching and Mentoring*.

# "The Comfort Zone"







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