

# Five Fantastic Training Activities

We can empower delegates by involving them in training activities that engage thought processes and put theories into practice. Getting people moving also increases blood flow, which energises the body and mind. Below are five fantastic Active Training suggestions:

## 1. Scenario

Having delivered information, put delegates into groups and present a scenario (consider video content for this). Encourage the group to discuss their response to the scenario and the potential implications. Ask a question, such as a *'What if...'*, part way through to develop thinking and draw out fresh ideas.

## 2. Ball Throw

A ball is a useful way to get everyone involved. Ask your question and throw the ball to someone in the group. As they catch it, they respond, before throwing it to another delegate. In virtual training, hold the "ball", showing your hands to camera, call the name of someone in the group, they say "ready!" then throw the imaginary ball.

## 3. Majority Response Poll

Provide all delegates with a two-sided coloured card or run a virtual poll in Zoom/Teams. This can be used during the session to gather a majority of responses. *'If you think A, hold up the blue card, if you think B, let me see the yellow card'*. You can assess knowledge levels, present a dilemma, ask questions and seek opinions using polls. Use the majority response to inform the next part of the training; *'I can see that we have more in favour of this option...'* For virtual training, setup and run a virtual poll then share the results with the "room".

## 4. Post-It Note Brainstorm

Present an objective to the group eg. *'Your organisation is aiming to...how could your team/department contribute to this?'* Give them time to brainstorm, put ideas onto Post-It notes and stick them onto a collective sheet. It can be useful to divide the sheet into categories in advance, as this helps to group suggestions. Share a selection of the ideas. In a virtual environment, get the group to add virtual sticky notes onto whiteboards/jamboards.

## 5. From Delegate to Trainer

Ask for a delegate from each table to observe you give a demonstration (this could be before the training starts or whilst others undertake a group activity). Deliver the demonstration, answer questions and repeat if required. Then provide these individuals with the necessary resources. They return to their table to deliver the demonstration and instruct others. This can be especially useful for team leaders who need to impart information to their team. This can also be delivered in a virtual environment, demonstrating on camera and getting creative with multiple breakout rooms!

PLEASE NOTE: Not all delegates will be willing or enthusiastic about active training activities. However, if they are relevant to the core message and support the learning objectives, don't let this put you off. Making training interactive is proven to make it memorable and increase the chances of it being applied. That is what we are aiming to achieve.