Training vs. Lecturing

Presented By:
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David Sawchak has worked in the solar industry since 1975; installing over 4000 systems and training over 3000 students. He has developed the training programs for manufactures AET and Schuco and learning institutes Boots on the Roof and Infinite Solar. David currently serves as the Executive Director of NST.
Who Are We?

• First True Vendor of Solar Educational Services.
• Curriculums, Instructors, Train-the-Trainers Courses, and Educational Material.
• Clients Include Contractors, Manufacturers, Private Academies, and Community Colleges.

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Training vs. Lecturing

There is a definable difference between a trainer and a lecturer.

There are similarities such as knowledge of the subject material and the reputation as an expert in the industry.

What I would like to discuss are the methods, qualities and abilities of trainers that differentiate them from pure lecturers.
Learning Objectives

• Demonstrate the importance of knowing your audience, their level of expertise of the subject matter, what they do and their individual learning motives then use this information to adjust the flow, improvising where necessary, thus formulating the course dynamics.

• Illustrate how to present a course that is both educational and entertaining in order to maintain a heightened level of enthusiasm and participation.
Leaning Objectives

• Demonstrate how to control a group without being seen as controlling
• Demonstrate the use of physical activity to enhance memorization and illustrate the relationship between frequency of activities and their intensity
• Introduce some basic principles of the Educational Psychology
Topics

1. Know Your Audience
2. Establish the Tone and Dynamics
3. Trainer Characteristics
4. Principles of Educational Psychology
Know Your Audience

What Is Their Experience?

• In solar
• In related trade i.e. electrical contractor, hvac, plumbing etc.
• Those that are workers, managers, salesmen
Know Your Audience

Personalities

- Shy
- Dominating
- Introverted
- Extroverted
- Show offs
Know Your Audience

Things to Know about your audience

• Age differences
• Gender
• Nationality
• Social environment
Know Your Audience

Cognitive Abilities

• Mathematical Aptitudes
• Fast Learner
• Slower Learner
• Focused Concentration
Know Your Audience

What Are Their Expectations?

• To start solar business or solar division for existing business
• To become and installer
• To sell solar equipment
• To design solar equipment
• To learn training techniques or curriculum
• Fact finder for larger organization
• General knowledge
Establish The Tone And Dynamics

Establish your credibility

• Knowledge of material
• Your experience
• Rapport
  * Identify with them
Establish The Tone And Dynamics

Demonstrate your authority in a subtle way

• Eye contact
• Controlling tempo
• Controlling attention
• Lead students in a group as a whole through the progression of concepts
• Reward those that answer questions correctly
• Make sure everyone is engaged in labs and exercises
Characteristics of a Good Trainer

Trainer must be flexible

• Train to level of your students
• Adjust the flow and improvise where necessary
• Sometimes add, sometimes subtract
Characteristics of a Good Trainer

Understands the group dynamics and is comfortable managing groups

• Keep everyone engaged
• Must be comfortable with resolving conflicts
• Do not allow groups interactions to intentionally isolate someone
Characteristics of a Good Trainer

Are non-judgmental and culturally sensitive

• Validate students experiences and perspectives
• Cultural backgrounds shape students perspectives and ways of learning
Characteristics of a Good Trainer

Respect personal opinions and life choices

- When students express their perspectives and viewpoints both you and they grow in understanding.
Characteristics of a Good Trainer

Not only a teacher but an entertainer.

- Be lively, enthusiastic, and original
- Use humor and real life stories to get points across
- Learning is enhanced when it is joined with a good or pleasurable feeling and is weekend when joined with an unfavorable feeling
- Avoid feelings of defeat, anger, frustration, or confusion by closely observing the students and detecting negative emotions
Characteristics of a Good Trainer

Vary speech and vocal inflections

• Avoid monotones
• Know when to talk fast or slow; loud or soft
Characteristics of a Good Trainer

Effectively use body language

• Use facial expressions and body postures to maintain attention
• Walk around the room talk directly to people whose attentions seems to be not focused on you
Characteristics of a Good Trainer

Present one idea at a time

If you go off on a tangent always get back to your original point
Principles of Educational Psychology

Learning comes through experiences which are shaped by goals or purpose

• Physical activity is much better than memorization as a means of learning
• Physical activity can enhance memorization
• Physical activity facilitates conceptualization
Principles of Educational Psychology

Learning is an active process

• The more active and engaged the students are the more they will learn.

• Often, concept formation depends less upon the depth of the experience and more upon the amount of it

• Start experiences simple and then increase complexity in small, relative steps
Principles of Educational Psychology

Conceptual Formation

• Formed by naming and classifying things in groups
• Start concepts simple and then increase in complexity in small, relative steps i.e. open loop & closed loop systems and then progress to DB Drainback, DX Drainback, Steamback, and Combi-systems
Principles of Educational Psychology

Conceptual Formation

• Things learned last will typically be remembered with all other things being equal

• Continually strive in your presentations to bring forward important concepts taught earlier by tying them into the concepts later in your presentation
Tell me and I forget. Show me and I remember. Involve me and I understand.

"Chinese proverb"
Thank You

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