

*With this module I hoped to gain more of an insight into Learning Theories. I found that the module was engaging and interesting and has helped me more readily identify the leading theorists in each paradigm.*

*Although no animals were harmed with the first exercise it did manage to “kill 2 birds”. It was a quick icebreaker and it also demonstrated the theory of Behaviourism. The exercise didn't last for very long yet we were conditioned almost immediately to respond when we heard the word “ready”. It was incredible that our behaviour was influenced so quickly. Reflecting back on training interventions I have managed I can recognise the effects of behaviourism. An example that comes to mind happened during induction training which takes 4 weeks to complete. To energise trainees, activities that had no connection to the course content took place throughout the day. Without realising it I started to run the afternoon activity around the same time each day. One afternoon when I didn't follow what had become the norm trainees became distracted, they were wondering what they had done wrong. They associated the activity with a reward and felt that they were being punished. I had to vary the times of the activity to avoid this happening again. This module has prompted me to look at how I can use behaviourism within my training environment at the moment. I feel there is a need to encourage behaviour such as completing online courses on time. Currently there are a number of mandatory online courses for all staff that must be completed by a certain date. The process of following up and sending reminders is adding to the work load. I would like to encourage staff to complete the courses on time. I've discussed this with my colleagues and it's an idea that we would like to develop.*

*The cognitive exercise was interesting – I found that when each new slide was viewed I looked on it as a new separate piece of information. Through other members of the class linking the information back to what had been previously viewed; we or should I say they obtained the correct answer. Reflecting back to the induction course I mentioned earlier it is evident that it was based on cognitive learning. As the trainer I remained in control of the learning. My goal was to provide the learners with a set of rules that they needed to understand and then apply during their working day. It worked with some topics but it didn't work with others which led to frustration and confusion. I didn't reflect on what wasn't working but continued to use the same methods each time thinking that it would work this time.*

*The theories of Constructivism and Social Constructivism were illustrated with group work. I enjoyed the group activity. We are still a new group and it helped with getting to know the other students. It was interesting to reflect on the group activity using Kolb's cycle of experiential learning and identify the areas that we would change if we were to experience the activity again. In my role as a trainer group work is used effectively to deliver training on skills such as communication, listening etc. However this module has prompted me to think about using it for technical and product training, which traditionally have been delivered by the chalk and talk method.*

*Overall I felt that the module illustrated the variety of activities that can be included during training and also the need to balance activity with reflection. The group activity has allowed me to see how valuable it can be in all areas of training not just the areas I've experienced it in. It's interesting that my experience of formal education has always been*

*the lecture. This was what I expected when I started the course yet this is not what I have encountered. So far both modules have engaged the student using activity and group work. Discussing some of the items from the previous week with a couple of the other students we all agreed that the visual presentations that we had to prepare during the previous module helped us when it came to reading and reflecting by ourselves and also when it came to delving further into each theory during the current module. Proof if needed that the activity achieved its objective.*