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Engagement of Large Education Groups in Lengthy Transformational Journeys

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Agenda

- Need for lengthy educational journeys
- Challenges of lengthy educational journeys (Learners, Educators, Experience)
- Systemic Laws governing the process
- Focusing on the learner – Best Practices
- New Roles for Coaching Education Teams
- Key Takeaways
- Q&A



Desired Outcomes

Discover engagement techniques that can be used in lengthy education journeys that keep consistent energy levels of the groups and individuals engaged in the learning process.

Define new roles in the coaching education process for hybrid experiences and understand how to find the education teams' motivations.

Learn how to examine and reduce the complexity and use of tools and technology in coaching education and consider how to integrate less tech-savvy participants, creating a more inclusive, less complex learning journey for everyone.

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Need for Lengthy Journeys

“Our job is not to educate new information, it is more about building capacity and confidence to trust the client, and get used to the process of not knowing, and have the courage to embrace curiosity to question the things we think already know.”

This process is transformational, and this is the journey that takes time.

Learner Experience in Coaching Journeys

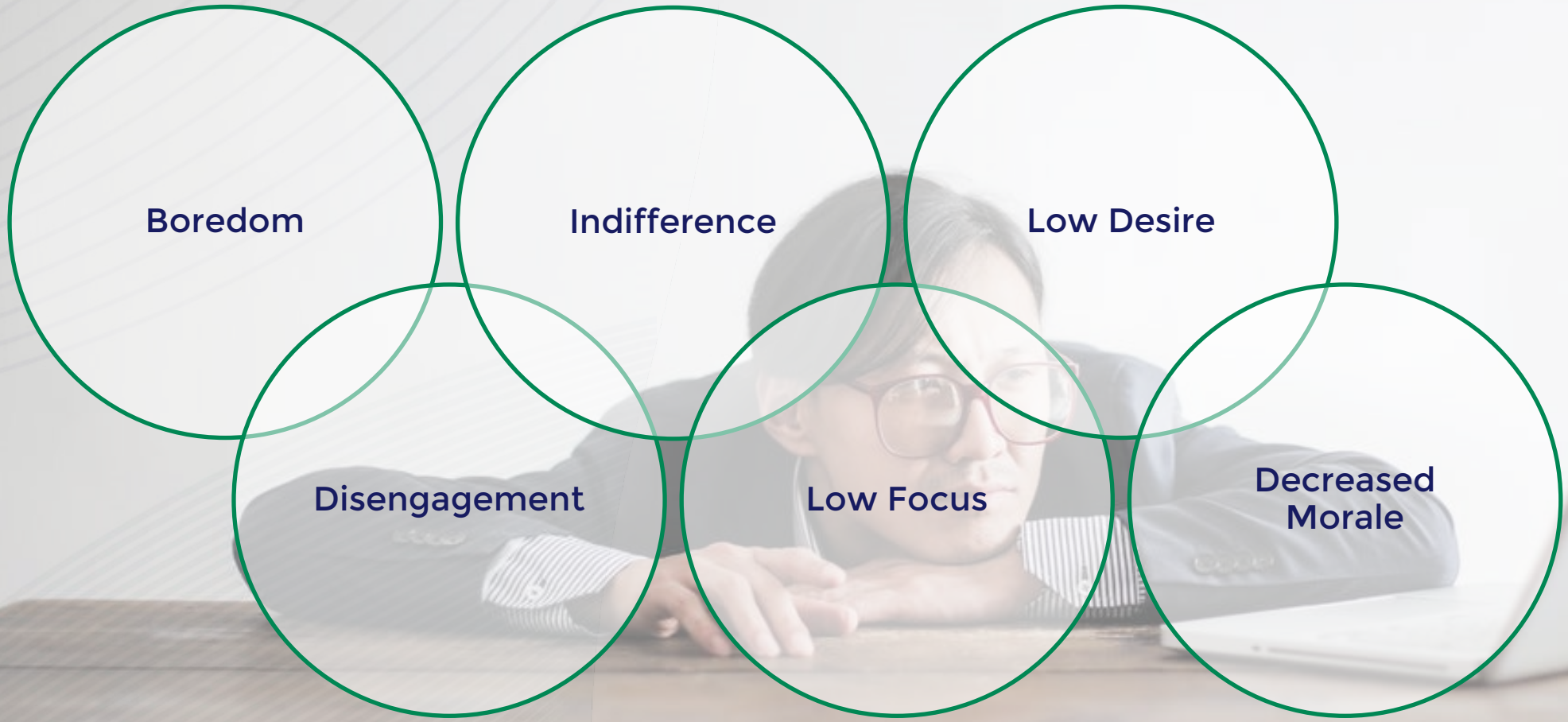
Active

Deep

Engaging &
Transformational



Challenges in Lengthy Journeys



Challenges for Coaching Educators Impacting Learning Experience Design

Learning Models

Pedagogy

Neuroscience

Adult Learning

Experience Economy

Facilitative Learning Theory

Game-Based Learning

Social Learning



Leading the Team

Competencies

Team Dynamics

Contracting

Tech Readiness

Conflicts

DEIJ

As a coaching educator trying to juggling between many Balls



Challenges During the Experience

Asynchronous Challenges

- Buy-in and commitment for the learners
- Activities and practice coaching with clients and peers
- Peer Group Meetings
- Studying papers, references and going through Learning Management System Requirements
- Delivering Assignments and reviewing them.
- Calculating the Asynchronous hours

Synchronous Challenges

- Focus during the long journey
- Conflicting responsibilities, conditions, health conditions,..etc.
- Opening the camera
- Active participation in the breakout activities
- Assessments and performance anxiety
- Group Dynamics, Conflicts, and DEIJ
- Parallel Processes between the facilitation team and the group
- Onboarding the learners on technology platforms



What are the other challenges you face as a coaching educator in lengthy journeys?

Share and Mention in the Chat (With Learners, with Team, and with the Experience)

Systemic Law of the Arc

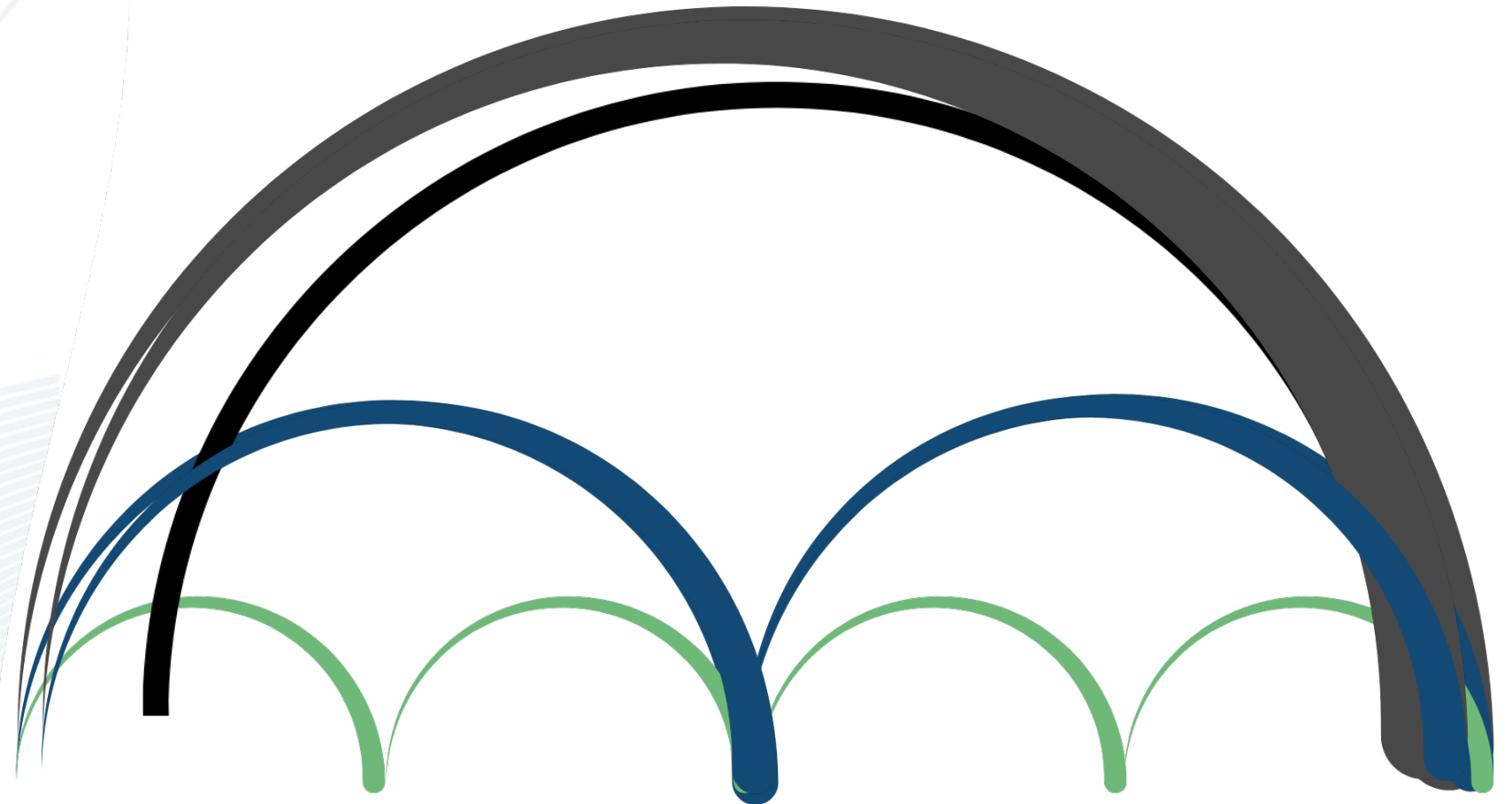


Everything starts weak, and then strengthens, and then it weakens, fades and dies, yet its impact will remain.



Learning Arches

Every student deserves to know:
why they are there?,
what they will do?
and how they will do it?



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Designed By Simon Kavanagh, director of the KaosPilot Learning Design Agency
www.kaospilot.dk

Best Practices to Consider

Give time to technology during contracting



Set your rituals, explain the why behind them to the learners and let them control the how when it is adequate



Put the element of surprise and awe in the check-in activities



Celebrate milestones and master the art of closures.



NEW Roles to Engage Audience

Asynchronous Roles

- **Learning Mentor** – for one-on-one follow up.
- **Faculty Member** involvement in peer group meetings.
- **Administrative** follow up on asynchronous assignments and delivery.
- **Qualitative Evaluation** of assignments.
- **Administrative accounting** of asynchronous hours
- **Offline Tech support**



Synchronous Roles

- **Producer** for the faculty members to administrate spotlights, breakout rooms, etc.
- **Administrative monitoring** for camera and engagement.
- **Faculty members and assistants** in different breakout rooms.
- Psychological preparation of learners who experience performance anxiety (**mentoring and supervision** during the journey)
- Faculty Members **peer InterVision**, debriefs and meet-ups before and after synchronous sessions, to monitor parallel processes, conflicts and group challenges.
- Continuous updates of the **learning experience design** to suite the journey



Given the new challenges, the Coaching Education Leaders will need to re-think their teams, organizations, strategy, program design and delivery.

THE COST OF THE NEW

- New Team Competencies
- New Career Paths for Faculty Team Members
- New Contracts
- New Leadership
- New Rituals
- How this affects the culture of the organization?
- How this affects the baseline cost of the program?
- Focus on Branding and Market Positioning - learner's
- How this can be explained to potential learners?
- How to engage the systems around the learners?
- How to measure the overall impact of learning?



What are your best practices as a coaching educator?

Share in the Chat

3 Key Takeaways



Respect the law of the arc - use it to design your journeys



Focus on the learner by surrounding them by different engagement techniques, do not rely only on what is offered on one platform.



Move with the field, be agile in the flow with the journey, and adapt the design from session to session.

NOW you can juggle like a pro..





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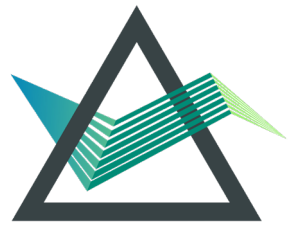
Q&A

Thank you

Filling out the **session evaluation** will definitely help us to enhance our programming and meet your expectations for the next sessions.
Kindly fill it out.

References:

- Mohamed Bahgat, Ashraf Elsafty, Ashraf Shaarawy, Tamer Said , FIRST Framework Design and Facilitate Active Deep Learner eXperience, : <https://doi.org/10.11114/jets.v6i8.3337>
- KaosPilot Learning Arches, Simon Kavanagh, director of the KaosPilot Learning Design Agency www.kaospilot.dk
- <http://mischiefmakers.co>
- Giphy 😊



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