



UNDERSTANDING THE LEARNING CYCLE

PHASE ONE- GLOSS

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- Certified Master Trainer and Assessor, International Finance Corporation-Learning Performance Institute (a private arm of the World Bank)
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Previous Knowledge or Experience?



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Learning Outcomes

At the end of the session, you should be able to:

- Understand the learning cycle and its importance
- Identify the elements of the learning cycle
- Explain the meaning of the GLOSS components
- Understand Gloss indicators and how to incorporate it into your courses



Session Flow

ITEMS

SECTION ONE- LEARNING CYCLE

SECTION TWO- TRAINING LIFECYCLE

SECTION THREE- GLOSS & ITS COMPONENTS

SECTION FOUR – GLOSS INDICATORS



**How will this
session benefit you?**



TRAINING LIFECYCLE



Learning Cycle vs Training Lifecycle

It is important to clarify the difference between the learning cycle and the training lifecycle before we proceed.

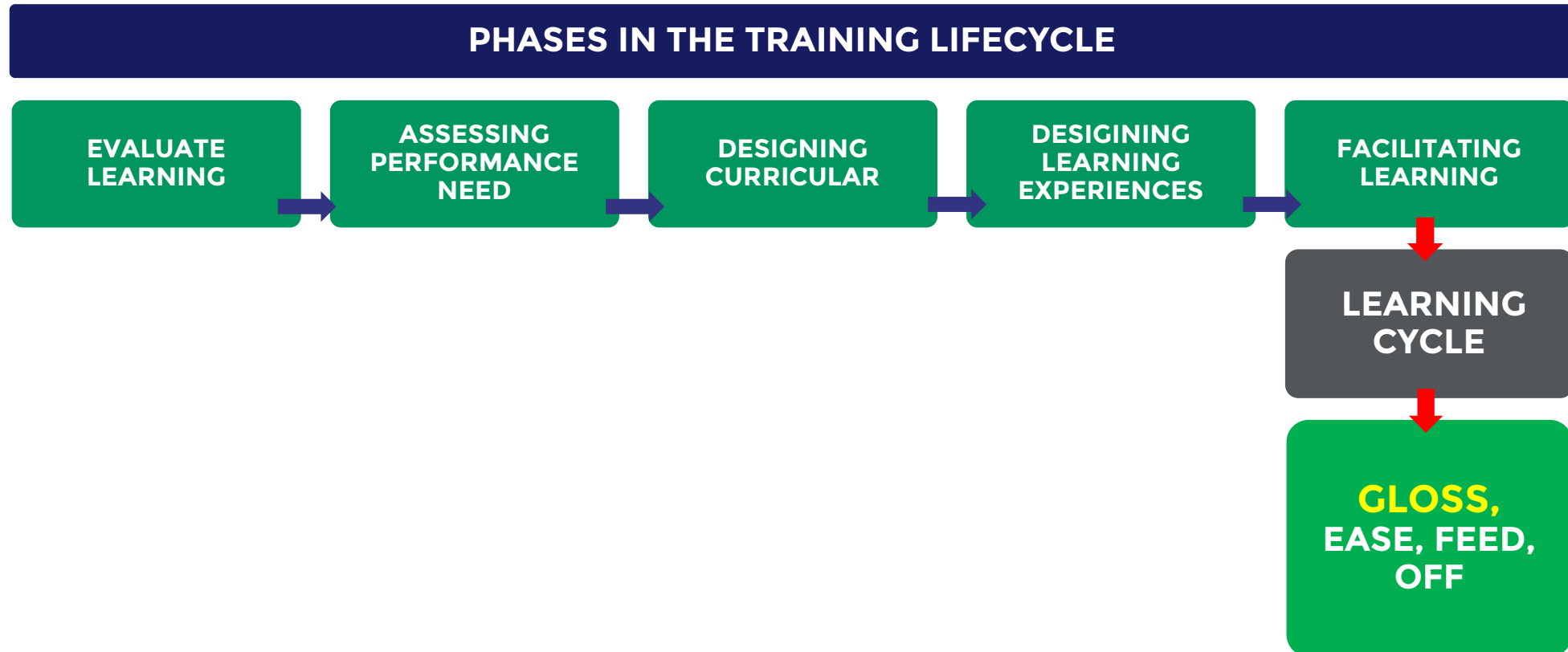
The Learning Cycle

- The learning cycle is the four-step process for teaching, or conveying information to participants.
- It focuses on addressing participants' learning needs.
- It is mostly relevant to two steps in the training cycle, designing learning experiences and facilitating learning.

Training Lifecycle

- This is the process for providing quality learning products and services.
- It consists of seven phases with associated tasks, inputs, and outputs.
- The training lifecycle helps us to understand the breadth of tasks undertaken by a trainer.

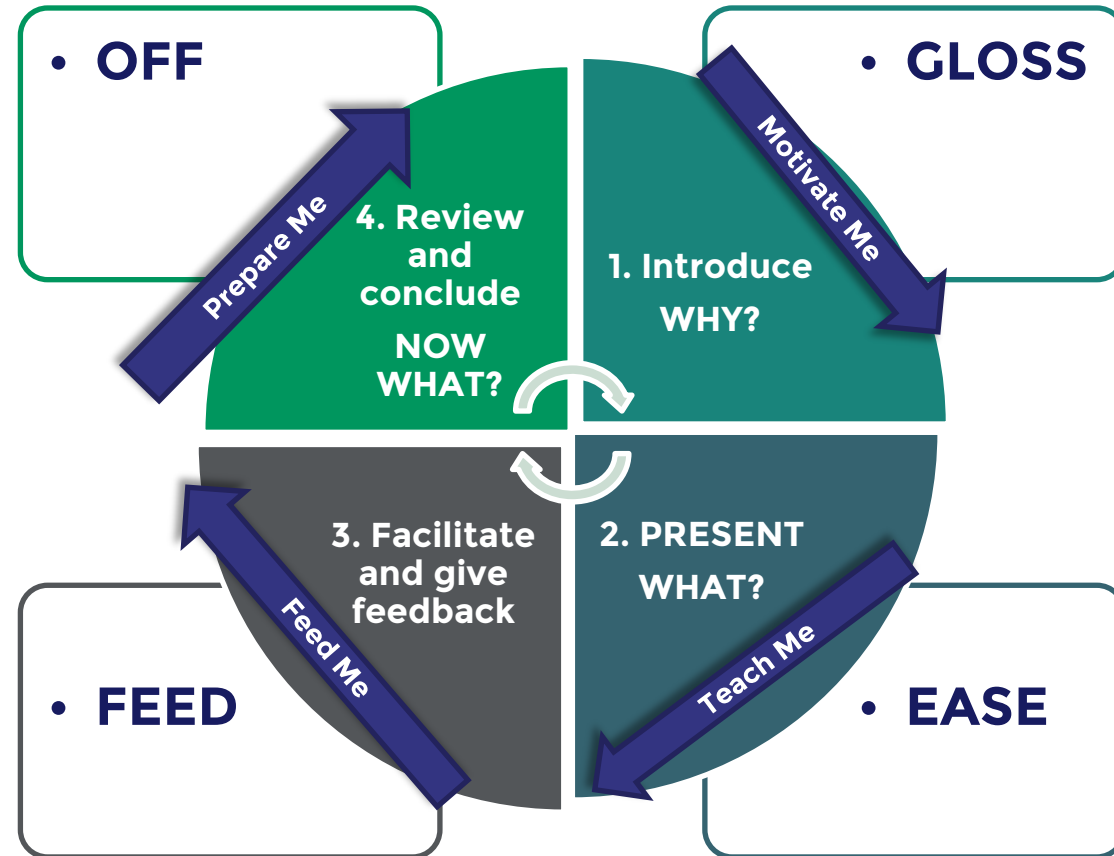
Phases in the Training Lifecycle



LEARNING CYCLE



The Learning Cycle Approach



GLOSS & ITS COMPONENTS

Gloss (Motivate Me) Phase

WHY MOTIVATE



Get people's attention



Help them understand why they want to listen to what you have to say



Help them prepare for what they are about to hear

You must be able to capture the learner's interest so they will listen and stay focused



• MOTIVATE ME

Motivate Me

1. Introduce WHY?



G - GLOSS

Get Attention

- The point of this step is to focus participants attention on the learning.
- You are trying to get them curious enough to want to listen.
- At a high level, what is the session about?
- Ask a provocative question; use silence; cue from a slide; make a sound signal such as a clap; use eye



L - GLOSS

Link to Previous Knowledge/Experience

- Relevant experience of facilitator
- This relates back to the adult learning principle of leveraging participants' experiences. It also helps put what you are about to say in context.
- How does this lesson link to what learners already know?
- To what previous experiences or lessons does this topic link and how?



O - GLOSS

Outline objectives

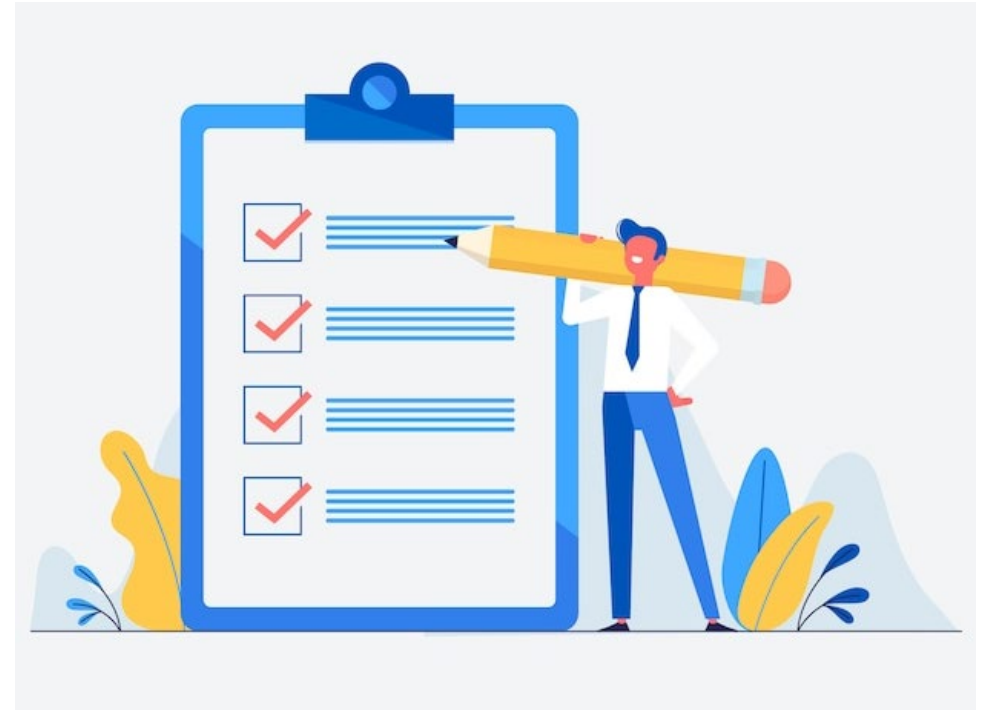
- This step alerts them to what they will be able to do by the end of the topic, lesson, or course.
- Think of this as the “destination.”
- **Objectives must be begin with a verb**



S - GLOSS

State the structure

- The structure is the “roadmap” to the destination.
- What topics will be covered?
- What will be expected of participants during the process? (E.g., activities, projects, reports)



S - GLOSS

Stimulate interest

- Arouse their curiosity. Help them understand why it is worth their effort to pay attention.
- Why is this session important? (**BENEFITS**)
- How will it help the audience



GLOSS INDICATORS



GLOSS Indicators

G of GLOSS - Get Attention

- Did you begin your presentation in a catchy way?

L of GLOSS - Link to Previous Experience

- Did you showcase the facilitators experience, and link the topic to the participants' previous experience

O of GLOSS - Objectives

- Were the objectives clearly stated beginning with a verb?

S of GLOSS - Structure

- Did you share the structure/agenda with the participants to make them aware of the session flow?

S of GLOSS - Benefits

- Did you ensure the session is beneficial to the audience?



Any Questions?



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Learning Outcomes - Revisited

Having come to the end of the session, you should be able to:

- Understand the learning cycle and its importance
- Identify the elements of the learning cycle
- Explain the meaning of the GLOSS components
- Understand Gloss indicators and how to incorporate them in your courses



References

- International Finance Corporation- Learning Performance Institute (IFC -LPI)
- Learning and Development Team, EZ37 Solutions Limited

THANK YOU



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