



SOLO ACTIVITY

Standardised or Adapted

Name _____

Date _____

Universal principles are not an argument for identical delivery, though they get used as one.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

The same format, examples, pacing and facilitation in every country. Delivery is consistent and easy to govern, reporting is clean, and local learner differences are not part of the design conversation.

Approach B

The same objectives and capability standards everywhere, with examples, pacing, structure, facilitation and support shaped by the group and the setting. Consistency sits in what learners can do, not in how the session looked.

2 Compare them

	APPROACH A	APPROACH B
Where each one puts its consistency		
What each assumes about the people in the room		
How each handles limited digital access		
What quality control looks like in each		

3 Critique both

Strengths of A

What does identical delivery genuinely protect?

Limitations of A

Where does it fail, and who notices first?

Strengths of B

What does adaptation gain without lowering the standard?

Questions about B

What stops it sliding into fragmentation?

4 Make a judgement

If learning principles are universal, training should be delivered the same way everywhere. Say what that gets right, where it fails, and write a more accurate version of the claim.

For a trainer working across regions, the most important idea here is



More ways into Chapter 18

This section is also available as video, audio, infographics, mind map, and more, including an opportunity to do a deep dive into reference material. Start with the format that suits you best.