



SOLO ACTIVITY

Covering It or Landing It

Name _____

Date _____

Consistency guarantees that everyone gets the same session. Nothing beyond that.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Training is built around what has to be covered. Objectives are set, materials prepared, and sessions scheduled so that everything required fits. Everyone gets the same materials, pace and structure, and success is measured by what learners can show at the end.

Approach B

Training is built around how this particular group is likely to process and engage with the material, with those decisions made before anyone walks in. Delivery adapts, and reflection is used to find where learning broke down rather than only what was retained.

2 Compare them

	APPROACH A	APPROACH B
What each approach assumes a session is for		
What standardisation guarantees, and what it does not		
What outcome assessment shows and misses		
Instinct in the room against insight before it		

3 Critique both

Strengths of A

What should be kept from the coverage model?

Limitations of A

How does the blind spot send trainers the wrong way?

Strengths of B

What does preparation give that reacting cannot?

Questions about B

Where does it get harder at scale?

4 Make a judgement

Adding more tools or more content is often a weak answer to the wrong problem. Say what the wrong problem is, argue it from the chapter, and state how far you agree.

The argument in this chapter I would question most is _____



More ways into Chapter 3

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.