



SOLO ACTIVITY

Event-Based or Future-Ready

Name _____

Date _____

Identical content, aligned delivery, different results. Worth checking what that proves.

 30 to 40 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

Training arrives as a one-off event. Delivery is standardised, the trainer is there as subject expert, and success is attendance and completion. The numbers look healthy. Whether anything changed at work is never really asked.

Approach B

Training is continuous, with reinforcement and application built in. Delivery flexes to fit the group while the objectives hold. The trainer is also a learning designer. Success is judged by capability and behaviour, which is harder to measure.

2 Compare them

	APPROACH A	APPROACH B
What each one is for		
What gets counted as success		
What the trainer is expected to be		
What is still true six months later		

3 Critique both

Strengths of A

What does a single clear event still do well?

Limitations of A

Why do completion rates mislead?

Strengths of B

What does continuous design make possible?

Questions about B

Can flexibility cost consistency?

4 Make a judgement

Scalability without uniformity is desirable but hard to achieve. Argue both sides from the chapter, then say what an organisation with limited budget should do first.

If an organisation wants to know whether training worked, it should measure



More ways into Chapter 8

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.