



SOLO ACTIVITY

Two Ways to Run the Same Session

Name _____

Date _____

Same content, same trainer, same hour.
The difference is what the trainer knew before walking in.

 25 to 35 minutes

 On your own

 Paper and pen

1 Read the two approaches

Approach A

The same content is delivered the same way to the whole group. The slides, materials and timing are well prepared. Little is known about the learners beforehand. The assumption is that clear content produces learning.

Approach B

The same core content is prepared, but the trainer first gathers insight into how the group is likely to process and engage. Delivery is shaped around that, and adjusted in the room rather than fixed in advance.

2 Compare them

	APPROACH A	APPROACH B
How each approach views the learner		
What preparation happens before delivery		
How much the session can flex		
Who does well, and who gets missed		

3 Critique both

Strengths of A

Where would this still work reasonably well?

Limitations of A

Why can strong content still fail?

Strengths of B

What does learner insight change?

Questions about B

What would an organisation need to do it well?

4 Make a judgement

Which approach is more convincing, and why? Give one strength and one weakness of each before you decide.

The most important idea from this comparison is _____



More ways into the Preface

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.

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