

Stories from the Heart

by April Anne Salonga



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I never thought she would be this funny and endearing as a presenter because whenever I see her she seems to be someone serious, very lady-like or “mahinhin” and soft spoken. But she even surprised the crowd by doing a cat walk on stage when she was introduced.

Vivien Arnobit is indeed considered as one of the pillars of the industry. During her talk, she shared effective habits of a learning and development professional as follows:

Habit #1: Know Your Material by Heart

You can't wing it! Or maybe you can but it will not be as powerful as when you truly know your material by heart. Vivien also emphasized that this habit is the one that every young and aspiring trainer must first develop. Without mastery of the material the impact of learning is lost.

Habit #2: Practice, Practice, Practice

Nothing beats practice. If we want to be successful in almost anything, we must do the 10,000 hours of deliberate practice. When we say practice in training, this does not only mean you rehearse what you will say, but also test the activities you would like to do. As Vivien shared, there was an activity that they did wherein each participant received a daisy. Then they were instructed to give out the daisy to others to show appreciation. However, at the end of the activity there was one participant who did not get back any daisy. So practice is very important to make sure your activities will not backfire on you.

Habit #3: Conduct Activities That You Can Execute

You must try all the activities you want to do in a training program so you can tell your participants that it can be done. This comes handy when your participants need a little encouragement and motivation when they start feeling that they can't. You can say confidently that you know they can because you yourself have tried it.

Habit #4: Be Updated

Find out the meaning of YOLO, hugot, hashtag etc. and make sure to use situations and examples that are currently being talked about. This will ensure connection with the audience whoever they may be.

Habit #5: Embrace Technology

Use technology to enhance participant's learning experience. This is especially important for seasoned trainers, they should not be afraid to try something new, a new game or application.

Habit #6: Consider Your Audience

Before any training program, make sure to get to know your audience. This will help you adjust your strategy in terms of content as well as activities. If you are dealing with a multi-generation crowd, make sure to vary modes of learning so that you have a little something for everyone.