

## **7 Tips to enhance adult learning**

The following are seven tips on how you can establish systematic training, or adult education school on the basis of adult learning theories.

### **Tip 1. Build a blended learning solution**

Engage in a blend of learning experiences. For example, you can mix sessions with online courses to make the learning process more personally interactive and enjoyable.

### **Tip 2. Linking learning to expected results**

Most learning programs teach a mix of skills, knowledge, processes, procedures, and provide compliance, orientation, onboarding, and other specific types of training. Consider the performance-based outcome that is expected to achieve and use your knowledge of adult learning theory to select the method that best aligns to your performance needs.

### **Tip 3. Formalize your informal learning**

Chart your own development path and opt for self-direction. Adults who are motivated to learn will benefit from self-directed learning activities.

You can support self-directed learning by providing different kinds of learning content for self-study. To easily manage your learning materials, you can upload them to your LMS, learning management system.

### **Tip 4. Build communities for practice**

To operate as efficiently as possible. A community of practice can help you lead transformational learning initiatives, or oversee project-based learning on an enterprise level. Align communities of practice around higher-level strategic needs, each community should be led by a coach and supported by a team of people with strong expertise in the area of focus.

### **Tip 5. Chunk your content**

Long, complex learning modules can be overwhelming with their sheer volume of information. Engage and motivate your learners by “chunking” your content into smaller learning that focus on one idea or one aspect of a larger topic.

### **Tip 6. Incorporate microlearning**

Microlearning is more than slicing and dicing a 20-minute module into a lot of 2-minute modules. Effective microlearning creates learning activities or assessments that deliver a full learning experience in just a few minutes.

Microlearning delivers short “bursts” of information, ideally at the point of need. For example: a credit card issuer that offers a different incentive to their rewards members each month probably usually doesn’t offer detailed rewards training on this topic every few weeks. A microlearning solution that explains the reward of the month along with the special terms and conditions, and provides a link to the reward details in the performance support database would be an ideal self-directed microlearning solution.

### **Tip 7. Enable personal learning paths**

It’s not always reasonable that learning is monotonous. Incorporate principles of andragogy to make the learning path relevant to your needs. People will appreciate the chance to omit redundant training and focus on essential skills.

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