



Yours In Training

T: 1800 287 246 F: 1800 333 082 W: www.mrwed.com.au

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Hello Subscriber! On behalf of the team at MRWED Training and Assessment, I hope you enjoy this issue of Yours In Training!

If you would like to view this issue online visit <http://www.mrwed.com.au/YITOct2009.pdf>

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1. What is happening at MRWED?



It has been another big month at MRWED, with Certificate IV and Diploma Courses delivered across six Australian States and Territories, representation at the HR Summit in Brisbane, the delivery of a successful two day Training Trainers Workshop for the Goa Institute of Management in India and contributing articles appearing in BRW Magazine and Human Capital Magazine. Further to this, we were thrilled with the news that we have been listed on the prestigious Q400 list for high performing Queensland Businesses for a third consecutive year. Additionally in the month, we received confirmation that three of our Learning Leaders have been accepted to speak at the 17th International Conference on Learning to be held in Hong Kong in July 2010.

However, the most exciting thing to come from the month was the launch of our new online “superstore for super trainers”. The MRWED Superstore is your source for activities, business books, card packs, case studies, course materials, games, handouts, manuals, professional development tools, toys and novelties, training aids and much more. For more information visit: www.mrwed.hrdcentral.com

To celebrate the launch, we are offering free shipping on all purchases until the 30th of November 2009 and those who make a purchase during this period will also go in the draw to win the hot new 5th generation iPod Nano. And that’s not all! Spend over \$150.00 to be amongst the first in Australia to (free of charge) experience the brand new Emotional Intelligence Skills Assessment (EISA) profile valued at \$29.95 as soon as it’s released.

For more MRWED news check out our news page:
<http://www.mrwed.com.au/news2009/news2009.htm>

2. Tips and Tricks



Training Tip: Trainer Diaries

We've talked before in our courses about the usefulness of learner diaries to track development and identify key milestones in knowledge acquisition. However, there are some great benefits in trainers using dairies as part of their own self-review. A trainer diary can help you to reflect on what happens in the classroom. It can act as a snap-shot in time, which reminds you of what you have done as well as how the students have reacted.

I use it to write down things that work as well as the ones that don't with some ideas for improvement. In this way, I am providing advice for myself, from myself which I can review when I next teach the same thing.

You could write it on the run as I do or at the end of every day or just when it strikes your fancy. However, think about what you want to gain from it and that will guide the diary format and frequency.

Here are a few general guidelines you might want to follow:

1. How did you feel in terms of motivation and energy during the week? Can you relate any highs and lows to specific events?
2. Did you keep to the plans? If not why not?
3. Which was the most successful session of the week and why?
4. Which was the least successful and why?
5. What was your personal aim for the week and did you achieve it?
6. What are your personal aims for the coming week?
7. Looking back in your diary over the last two weeks/month are there any trends coming through?

Training Game: "Either Or"

This is another great exercise for helping larger groups of people to get to know each other better.

Get the group to stand in the middle of a large space. Then ask an either-or question and request the group to split up according to how they would answer the question. For example, you could ask them whether they prefer a sweet or savoury treat and then request that the people who have a 'sweet tooth' to go to one end of the room – and the people who have a 'savoury tooth' to go to the opposite end of the room. Ask another either-or question, but this time ask the people to congregate at the sides of the room so that everyone has to change position. Choose a set of either-or questions that are relevant to the event or subject matter and let the exercise continue until feel that the participants are starting to get to know each other.

A major benefit of this activity is the trainer learns some key preferences of the group nice and early. This might have implications for later group formation, class discussion points or even the prizes chosen to give away after fun activities. As it is a moving and thinking activity it acts as both a physical warm-up and a brain warm-up! This is just another quick tool to add to your trainer's toolbag.

3. Training Stories



Cisco uses Tele-working to increase productivity

Alison Gleeson, vice president of commercial sales for Cisco Systems, has successfully incorporated teleworking into her daily routine. Gleeson oversees over 1,000 employees from her California home and affirms that employees can now be part of a "corporation globally" through innovative technologies. About 80 percent of Cisco employees credit teleworking with a higher quality of life; Cisco notes that employee productivity increased by an estimated worth of \$227 million. A survey of about 2,000 Cisco employees reported that working from home actually saved the organisation millions of dollars and fostered greater satisfaction from employees. In Australia, teleworking reduces avoidable staff turnover for Cisco by over 20 percent, while managers report that employees are up to 40 percent more productive.

According to Telework Australia around 2 in 5 Australian workers presently telework, which is comparable to the US take-up of 38%. This shift in working has implications for education as workers will increasingly demand more flexible learning options and blended approaches. As I often say, the organisations with the most choices win! The upside is that, the same technologies used in teleworking can be used as a platform for the learning experience.

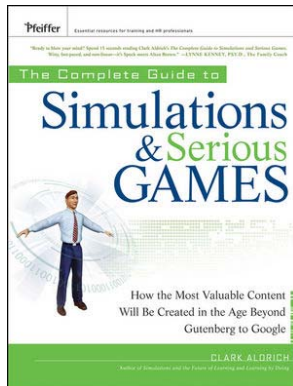
If you have a successful training practice implemented in your organisation, we would love to hear about it. Email me directly: mrattcliffe@mrwed.com.au

4. Web Roundup!



I often get asked where we get the cartoons we use in our presentations. There are many places available online such as www.cartoonstock.com and www.cartoonbank.com where there are literally thousands of options to suit just about every subject. However, both these sites have registrations and require you to pay for the cartoons you download. An alternative to these is <http://www.sangrea.net/free-cartoons/>. This site provides a range of high quality royalty-free cartoons. The artist will let you use the pictures in any way you like - but only if they are not altered (except for resizing, which is fine). So happy cartooning! 😊

5. Resource Review



Clark Aldrich is a globally recognised industry guru. In this book he provides a comprehensive and exhaustive assessment of the building blocks of simulations. This book is a revelation to anyone interested in exploring the next generation in education, and understanding why and how simulations can significantly improve and enhance traditional teaching and learning. *Simulations & Serious Games* covers topics such as virtual experiences, educational simulations, social impact activities, practice-ware, game-based learning, immersive learning, and serious games.

This book is the first of its kind to present definitions of more than 600 simulation and game terms, concepts, and constructs. It is well worth a look. [Click here to download your Free excerpt.](#)

6. MRWED Quick Links



What would you like to visit?

- [Course Dates](#)
- [MRWED News](#)
- [MRWED Home](#)
- [MRWED Blog](#)

Next Issue...

Next month we will look at a site to get free fonts, explore an article on “leaders that glow” from the London Business School and check-out an activity to encourage more questions to be asked in class. Until then, I hope you reflect and refract the training practices you hold dear.

If you have any questions, suggestions or issues to be discussed on the Yours in Training! Ezine then please [email](#) us or call our Client Relations Team on **Freecall 1800 2 TRAIN** (1800 2 87246).

Happy training!

Principal – MRWED

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