

Chapter 9 : *Work Shops & Team Education*

Workshops, Team education — Membership Training

As mentioned in Chapter Four, the differences between Membership Training & Development (MTD) and Workshops, Team Education or Membership Training may be viewed as such: Membership Training or Workshops/Team Education is the Classroom and MTD is the Schoolhouse.

Membership Training by the Squadron, District, Region or Detachment uses materials and a syllabus designed to accomplish needs of that body. It is the setting aside of time to be of service to your fellow Blue Cap Members and the act of openly sharing the materials and experiences of the Mentor/Coach/Teacher.

The following list is what should happen in membership training BEFORE the training occurs:

- 1 MTD created at Detachment Level, either formally or Ad-Hoc. Offerings are defined.
- 2 Date of training session is set to accommodate the largest and specific students schedules.
- 3 Location of training is obtained, reasonably located for those attending and facilities are suitable.
- 4 Areas of interest are defined and materials are selected and duplicated into packages for those attending the session.
- 5 The schedule of each segment of training is broken down into manageable time periods to allow for restroom breaks, lunches, etc. Set aside time for social interaction before training starts and after the training ends.

The following occurs DURING the day of training:

- 6 Classroom training covering the day's syllabus.
- 7 Attendees give feedback on the effectiveness of the sessions. What did you find most compelling about the training?
- 8 Attendees give feedback on the effectiveness of materials.

What needs were NOT met?

Feedback in the form of a questionnaire AND social interaction will help refine and further define your Workshops and the materials provided by MTD.

What did they express (verbally in casual conversation) before the sessions?

What did they give in feedback after the sessions (verbally in casual conversation)?

What is the variance between before and after expectations and did it exceed or fail to meet those expectations. Are there specifics to pass on to MTD?

The following occurs AFTER the day of training:

- 8 Feedback to MTD on the effectiveness and suggestions of missing or needed materials and information.
- 9 Assessment on effectiveness of the training session and materials. Problems and solutions presented and registered for possible changes.

The post-workshop information feedback loop to MTD is really important. It lets MTD focus on needs and improve its offerings in Workshops and Training.

Investing in the human capital of SAL is an investment that will provide results. Retention of membership is increased through more opportunities to keep the members active. You are investing in their ability to find success in the organization. The organization spends energy recruiting new members to replace members lost.

Programs benefit as the information from training expands the knowledge and breadth of programs for members to engage - which helps them find a better fit of programs for new members to fill and fulfill that mission.

Talent is revealed and prospers in the Sons when everyone has more opportunity to contribute and grow.