

ASTD TechKnowledge 2008 Conference and Exposition

Session No. **W307**

Wednesday 27 February 2008 - 4:00 pm to 5:30 pm

Using Simulation in the Classroom: A Forgotten Approach

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What is “Simulation”?



For discussion today, we define “Simulation” as:

1. Decision-Based Complex Branching
2. Aligns Learning and Performance Contexts *
3. Leverages Power of Repetition / Retrieval *
4. Exploits Recall Associated with Story-Telling (Scenarios)
5. Provides Feedback

*Thalheimer, W. (2004, October).

Simulation-like questions: How and why to write them.

Retrieved Mar 10, 2006, from

http://www.work-learning.com/ma/PP_WP002.asp

What is “Blended”?



Blended learning marries the impact of Traditional ILT with the powers of Simulation.

Traditional instruction is blended with realistic scenario-based skills / knowledge application experience in small groups (3 to 5 individuals).

This is followed with feedback / discussion in both small / large group discussion (out brief).

Sample Process



Time	Activity
4:10pm – 4:20pm	Instruct Topic
4:20pm – 4:40pm	Play Simulation (Teams of 4)
4:40pm – 4:50pm	Feedback / Small Group Debrief
4:50pm – 5:05pm	Large Group Debrief
5:05pm – 5:15pm	Action Planning (Application)

Advantages of Blended Approach

- Beyond Knowledge / Skill Transfer, Addresses Critical Thinking
- Moves Focus to Application
- Elicits / Addresses Subtle Application Obstacles
- Elicits / Addresses Participant Specific Situations
- Leverages Power of Two Learning Mediums

Advantages of Blended Approach



- Addresses the Variety of Learning Styles
- Less Instructor / More Participant Involvement
- Expands the “Learning-Base”
- Encourages Instinct Modification
- Leverages Power of Repetition / Retrieval

Questions?



Job Aid



Adding simulation to your ILT will:

1. Reinforce **application** of knowledge / skills
2. Expand the “**learning base**”
3. Encourage **critical thinking**
4. Elicit / Address **application obstacles**
5. Enhance **active participation** of learner
6. Leverage power of **repetition / retrieval**