IA Training:
Challenges of Follow up and Use

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Today Will Address

- What is Organized Reasoning

- What principles of learning underlie the workshops & subsequent follow up

- Link principles with case study approach to IA

- How have things worked so far?

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The 'Case Study' of Impact Assessment

- Organized Reasoning was created for any technical field

- Work with IA as the specific example, the case, to which we apply the tools

- Method: One-time workshop, with optional follow up of different kinds

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More Effective IA: Tools for Stronger Argument & Clearer Writing

DAY 1

April 2019

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First Point: Argument is Key

- Argument: creating one or more statements which act as 'reasons' to support the legitimacy of another statement, called the 'conclusion'

- Professionals use argument in many ways

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A Big Picture of Professional Tools

| Organized Reasoning | Create your Argument |

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| Structured Presentation | Package it for your Audience |

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Workshops have lectures, with handouts of key points

And Break-Out Group Tasks

Schedule Day 1

First half
- What is argument and example with EA
- Words and Meaning
- Extended Arguments

Lunch
- Microstructure: Paragraphs
- Analyze Moore
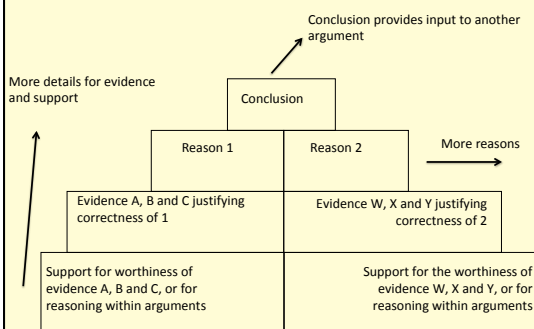- Strong Argument
- Macrostructure of Documents

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Schedule Day 2

- Morning
  - Review & Video
  - Decision Making Matrix
  - Fact, Evaluation and Recommendation Arguments
- Lunch
  - Counter Argument Approach and the 5 Part Argument
  - Evolve a New Approach to Research & Writing
  - Where from Here?

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How Arguments get Extended

What is the goal of my project?

- 'New' set of tools: Organized Reasoning

- Make them available to and used by IA practitioners

- What instructional steps help participants to implement and use ideas after the training workshop?
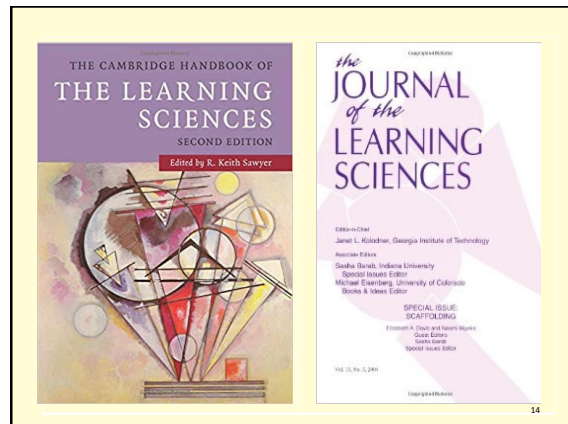
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The Conceptual Perspective

The combination of psychology, instruction, social learning, feedback tools, research perspectives and so on embodied in the synthesis field:

The Learning Sciences

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Strategy

- Target not only factual knowledge but 'expertise'

- Which is knowledge & how-to and why-to skills applied in context of a topic and problem-solving practice

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Tactics

Principle	Mechanism
Promote 'self-directed metacognitive learners' with planning, monitoring, reflection & practice during learning	Provide context with examples Practice with (Guided) Reflection Portfolio and Learning Plan
Provide Mental Frameworks	Organized Reasoning and Structured Presentation as Toolboxes
Promote Retention and Transfer	Provide goal-directed practice with specific feedback More on transfer-next slide

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Transfer

- The application of something learned in one context (school) to a use in another (some real world situation) is called transfer.

- The assumption that transfer 'happens' underlies almost all education

- But transfer is not automatic! Varies with 'near' and 'far' transfer and other complexities

- Case studies help transfer by 'encoding' memories in connection with the task and by guiding the mental orientation of the learner[17]

Results: Is There Follow up and Use?

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Early Use is Successful

- People understand Arguments, Organized Reasoning and Structured Presentation
- Implement first steps: Provide conclusion explicitly and early in text
- Use some steps for writing that build on argument
- Portfolios initiated

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Faster, cheaper, more transparent, more effective, and reduce risk?

"As for your claim - I don't think, currently at least, the OR work is making my work faster (or cheaper if you measure that by hours spent on writing). I think it takes more thought and also requires me to be more thorough (addressing all the points, not copying/pasting, considering argument and logic and language). In the long term it may be true - particularly if/ when we are challenged or questioned on a point or conclusion or determination in an assessment. Really I see it as more transparent, yes, as well as making us more effective, giving fuller consideration, and reducing our risk. The latter point about risk is a big one I think.

Perhaps eventually I will be faster, once it becomes a little more 'status-quo'. . . "

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Long term Use or Depth of Application Not Yet Known

- That is the current focus of attention
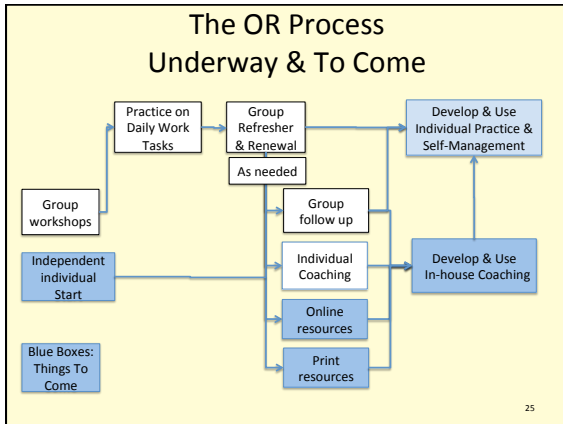
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How and Why Relevant?

- Explicit effort to apply learning principles in training design is applicable to other short-term training of working professionals.

- This case study of learning Organized Reasoning linked with IA is positive

- Relative success of workshop approach encouraging, although more can be done.

- Evolution that leads to Revolutions

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What next?

What kinds of internal and external support are helpful for the target audience of IA practitioners?

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The OR Process
Underway & To Come

Practice on Daily Work Tasks

Group Refresher & Renewal

Develop & Use Individual Practice & Self-Management

As needed

Group workshops

Group follow up

Independent individual Start

Individual Coaching

Develop & Use In-house Coaching

Online resources

Blue Boxes: Things To Come

Print resources

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Your Feedback?

- Complete form if willing to comment on Options for Follow up (Thanks!!)

- Add name to list if you'd like information about Organized Reasoning

- Download from website   www.glennbrown.ca

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END

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