

How do you Learn? That's how we Train.



Our approach to training works, but why? The proven psychological underpinnings of why we do what we do may be completely transparent to you and your teams, but they are based upon rigorous academic research and proven in real world experience. Here are some of the techniques we enable your teams to use and why they are so powerful.

We learn best in a supportive environment, where people don't fear failure.

For many, learning how to utilize new Lean tools is treading new ground, which can be intimidating. So, we begin by creating the right environment for learning, one where failure isn't criticized, which is critical for your team to learn to their potential, according to research Vansteenkiste and Ryan. This also shows respect for people, which is a foundational Lean concept. In this environment, we also help people...

Learn by Stories and Existing Knowledge

Our team has decades of experience both in the construction industry and with Lean tools. This is important because a 2007 study by Richland et al shows that people learn new ideas by referencing ideas they already know, in this case how the construction industry typically functions. Another study by Peters and Levin also makes clear that stories help impose meaning on new concepts. And this is one of our favorite ways to explain what works, or doesn't work, by sharing with you the successes, as well as the stumbles, that we have experienced firsthand. Which leads us into the fact that we always use

Varied Means of Learning

No one likes to learn sitting in front of a PowerPoint presentation listening to a lecture. Perhaps you've heard that there are different types of learners who learn best via different means of instruction? A 2009 paper by Harold Pashler published in The Journal of Psychological Science suggests this isn't actually true, but that we all learn better when material is presented by different means. We utilize brief lecture periods, but they include meaningful visuals, and are interspersed with the aforementioned relevant stories and connections to previous experiences. Then, participants get hands-on and afterwards are guided through...

Meaningful Self- Reflection

Jennifer Porter writing for the Harvard Business Review finds that fifteen minutes of daily self-reflection has been shown to increase productivity by over 20% and in addition decrease negative feelings and make employees better prepared for work. In our training, we pause to reflect and discuss as a group after each segment and again at the end of the session. Building in time for people think about and challenge what they've learned is a critical component in what we do. After the initial training, we also find it helps to facilitate...

The Protégé Effect and Effective Feedback

We coach teams to utilize peer mentoring, which not only helps you become more self-sufficient, it helps your team mature and better learn Lean processes. Annie Paul writes, mentors "work harder to understand the material, recall it more accurately, and apply it more effectively", as supported by research by Leelawong and Biswas. They also experience the joy of seeing those they mentor improve and succeed, which is a powerful feeling. Successful mentors use effective feedback, which is "specific and clear; focused on the task rather than the student; and explanatory and focused on improvement rather than merely verifying performance", according to the nonprofit group Deans for Impact. Focus on continuous improvement is an important element of our initial and post training process, and effective feedback is a critical enabler of that, for us, as well as the mentors we coach.

***Knowledge is power.
Acting on knowledge is continuous improvement.***

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