

Own your learning

with C3 Concrete

Practice from

Sharon Bowman's

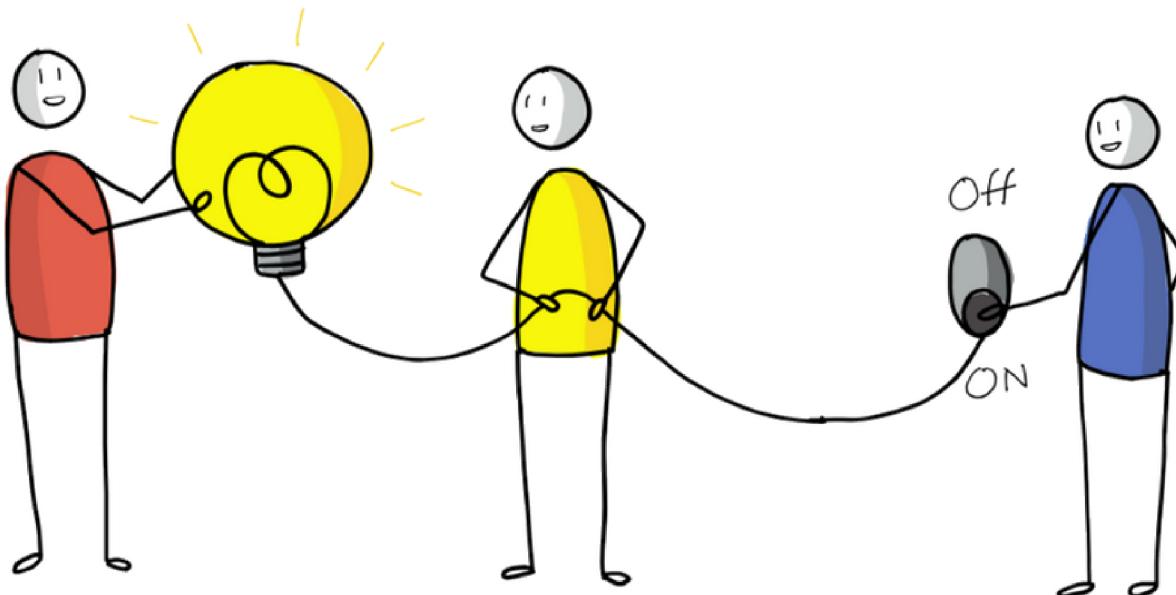
*Training from the BACK of
the Room! (TBR)*



C3 Concrete Practice

During C3 Concrete Practice, learners:

- participate in active review exercises.
- practice new skills.
- explain to each other what they have learned.
- elaborate on their new learning.



C3 Concrete Practice

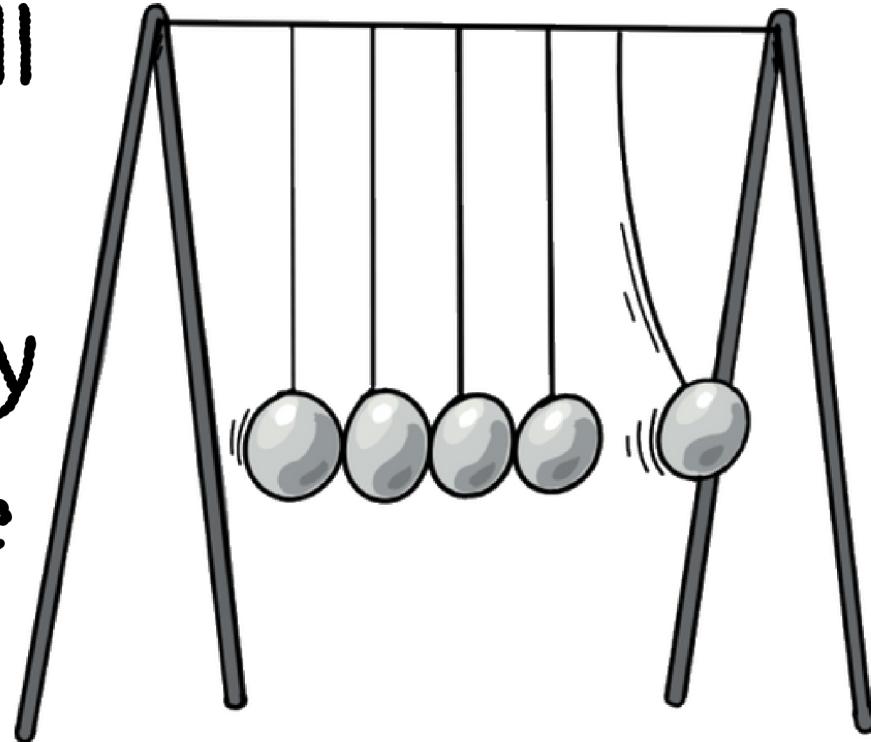
In C3 Concrete Practice, learners make the knowledge their own.

Learners collaborate with each other to explain what they have learned and review their new knowledge.



Why do we use C3 Concrete Practice?

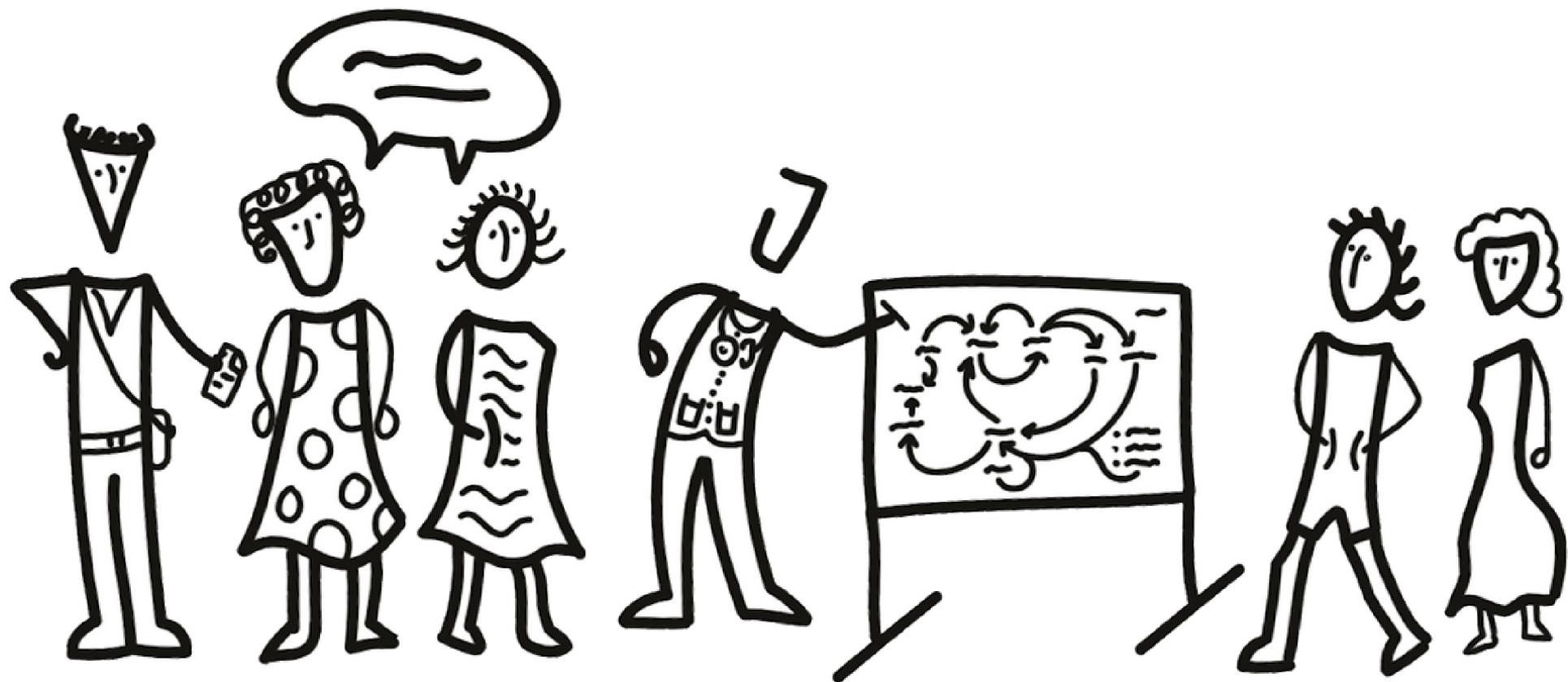
When learners retrieve knowledge, they are more likely to be able to recall that knowledge later. So, if learners practice what they learn, they will remember the learning for longer.



Also, when learners show they have met a learning outcome, the trainer knows the course is working.

How do we do C3 Concrete Practice?

Invite learners to perform an activity that demonstrates the course learning outcomes.



How do we do C3 Concrete Practice?

If learners are unable to remember something, the trainer can help, or (better still) other learners can jump in and help.



Avoiding Common C3 Concrete Practice Mistakes

Don't skip the C3
Concrete Practice
step and assume that
learners have learned
the content. Trainers
need to observe the
learning taking place
and Concrete Practice
is the way to do that.



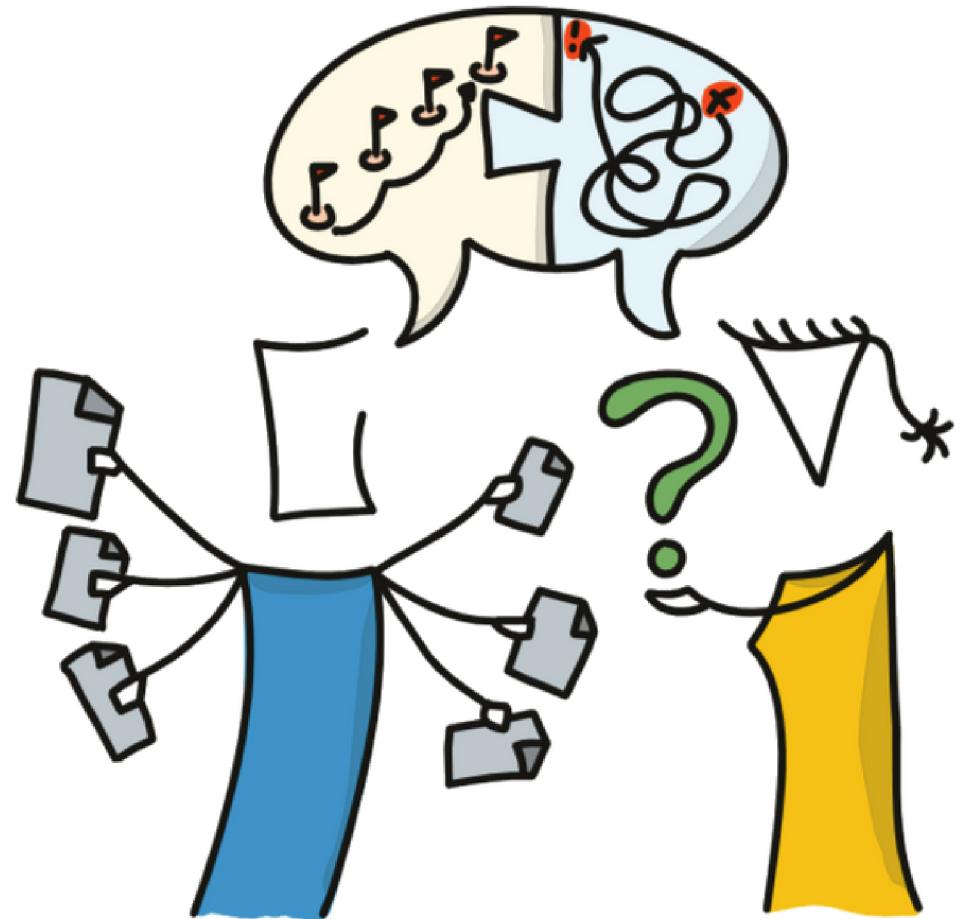
Avoiding Common C3 Concrete Practice Mistakes

Don't ask learners "Does that make sense?"

How would they know if the "that" makes sense? They may have misunderstood, and their misunderstanding makes total sense!

They might not have the confidence to say "No."

Check for understanding by observing review activities instead.



Avoiding Common C3 Concrete Practice Mistakes

Align the Concrete Practice with the Learning Outcome(s). When learners should be able to do something because of the training, make sure you can observe it happening in the Concrete Practice step.



Avoiding Common C3 Concrete Practice Mistakes

Don't use Concrete Practice time as an opportunity to sit back and take a rest.

Observe learners as they practice. This is your chance to see how effective the learning has been. You may need to provide further instruction or help to correct any misunderstandings.



C3 Concrete Practice Examples (& where to find them)

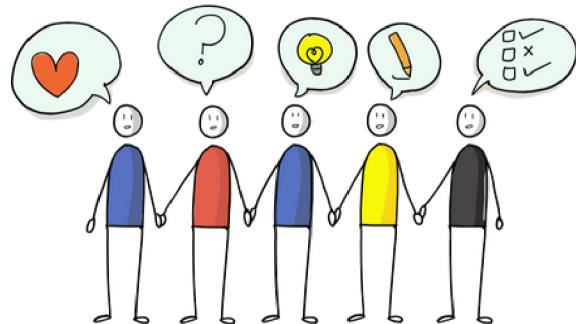


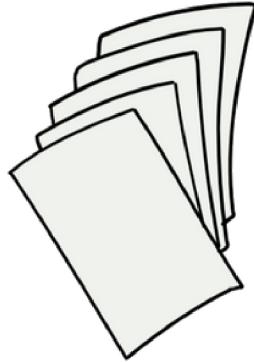
Table Teach-Back

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the Room! pp.179



Ball Toss

Training from the BACK
of the Room! pp.195



Card Games

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Room! pp.192



Gallery Walk

Using Brain Science To Make
Training Stick pp.164



Review Relay

Using Brain Science To Make
Training Stick pp.168

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The 4Cs and TBR?*

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