

MAKING STORIES.net

"We are an Organizational Development firm specializing in using stories to galvanize your organization."

Hi, I'm Terrence. Thank you for coming. Make yourself comfortable and prepare for an engaging session. We'll be asking you for a business card or name for a drawing at the end of the session.

JUST-IN-TIME HPT:

The Key to Powerful Instructional Interventions
Presented by – Terrence L. Gargiulo

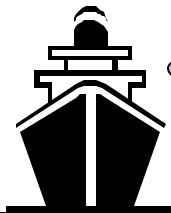


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SEA of GOALS



HPT in
REAL-TIME

Results Oriented

Clear Session Objectives

Evolving Understanding

Real-Time Evaluation



Holistic View of Gaps



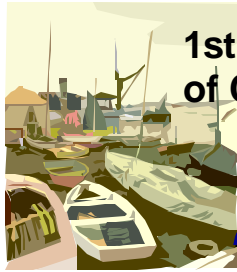
Dynamic Interaction Style



Participants as Learning
Partners

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1st PORT
of CALL

"Its All About Them"



Let's Do Some Brainstorming

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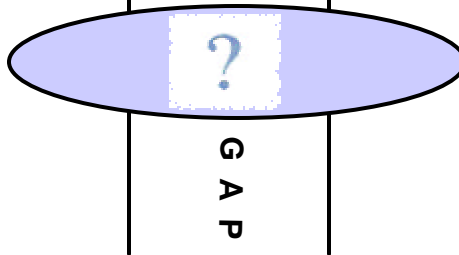
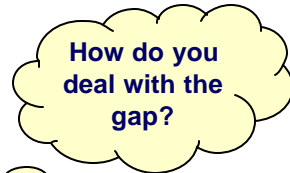


1st PORT
of CALL

What the session
has been designed
to do...

G
A
P

What people want
and need from a
session...



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2nd PORT
of CALL



"The Lead Story"



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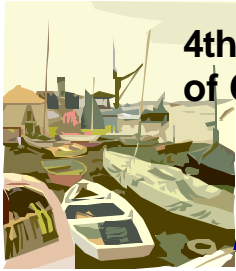


3rd PORT
of CALL

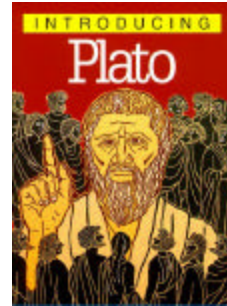


"Bring Your Dynamism Alive"





**4th PORT
of CALL**







"Learning as Conversation"



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Duty	Description	Relationship to Port of Call
 CAPTAIN	Help Doreen cope with a performance headache. In the wake of a merger and a large work force reduction Doreen must develop new middle managers.	<i>All About Them</i>
 SKIPPER	Practice eliciting an attendee's experience and figure out how you would turn into a role play.	<i>All About Them Bring Your Dynamism Alive</i>
 NAVIGATOR	Act as a facilitator and lead an interactive conversation about why people are attending the conference.	<i>Learning as Conversation Lead Story</i>
 ENGINEER	Exercise your imagination and work with a known story to create a working metaphor to catalyze learning.	<i>Bring Your Dynamism Alive</i>

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Captain Duties

Doreen walked out of her new boss's office in a daze. Doreen had worked for over 7 years as an Organizational Development Manager for XYZ company and never had she had this sort of bomb dropped on her. Apparently, in a matter of two months her company was going to be acquired by a larger conglomerate. As a result of the merger, a work force reduction of over 30% is planned. The company will go from 300 employees to 200 employees. Doreen was having a hard time accepting that so many of the people she had worked closely with over the years were going to be given Early Retirement offers. She wondered to herself, what was going to happen with all of the rich knowledge and experience of these people?



Doreen's boss assured her that the acquiring company expects XYZ to manage itself as a wholly owned subsidiary. However, in an effort to boost profitability and offset the costs of the acquisition the parent company would need to reduce the number of middle managers. If Doreen had understood everything her boss shared with her, she was going to need to develop new management training to prepare employees to be promoted from within the company to assume the roles of all the middle managers leaving as a result of the early retirement options being offered. Furthermore, all of this training would have to be accomplished in 2 days of training over the next 6 months. In fact, her boss was unsure of whether or not the two days of training could even be consecutive. He was urging her to find a way of distributing the two days of training over a 6-month window. He also explained that the middle managers would be from all functional areas. As she looked at her directives Doreen was daunted by the challenges that lay ahead of her:



Captain Duties

1. How could she capture the knowledge and experience of all the middle managers leaving?
2. What could she possibly accomplish in two days of non-consecutive training to prepare junior employees with no managerial experience to step into the shoes of the people leaving?
3. How should she structure the training?

WHAT DO YOU DO?????



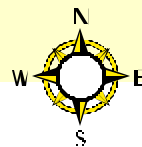
Skipper Duties

Break into pairs. Each person tell a story about working with a difficult boss or colleague. Make sure it is a specific incident and not just a general description. Select one of the two stories. Gather as much as detail as you can. Work together to turn the story into a role play, try it out, and be prepared to share your role play with others at your table and the group at large when we reconvene.



Navigator Duties

Get in a group of four or five. Appoint one person as the facilitator. Have the facilitator conduct an interactive conversation to understand how people will improve their performance as a result of attending the ISPI conference. After about 15 minutes stop the process and debrief as a group. Everyone should be acting as an observer and participant. Give the facilitator feedback.



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Engineer Duties



Work in groups of two. Brainstorm ways in which you could use one or more of the following stories to create a workable metaphor for a leadership discussion in a workshop:



1. Wizard of Oz
2. Pinocchio
3. Scooby Doo
4. Or one of your own ideas



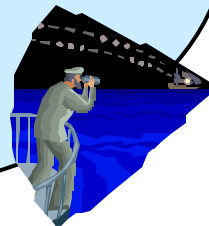
Work for the characters and plot elements to build your metaphor.



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DEBRIEF WORKSHOPS



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Final PORT of CALL

"The better the training goes, the less chance there is that anyone will appreciate the effort that went into it."

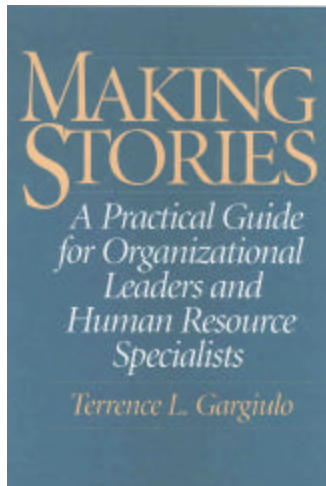
-- Chuck Hodell

(author of [ISD From the Ground Up](#))



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TERRENCE GARGIULO

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I'd love to hear from
you!