

## Marmot Library Network MUG Conference Session



### Activating Learning: Applying “Aha’s” to Your Library

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# SESSION ROADMAP

- Welcome and Introductions
  - Icebreaker
- Framing the Challenge: Transferring Learning Post-Conference/Training
- Memory Loss and Retention
- Exploring the Transfer of Learning
- Unpacking Aha Moments
- Small Group Problem Solving & Application
- Reflection and Share-Out's
- Peer Connection
- One Word Reflection & Closing



# Community Agreements

What else should we include?

- Be willing to try new things
- Avoid put downs of self or other
- Listen well
- Participate fully
- Be willing to share your reflections
- Have fun!



# Icebreaker Warm-Up

What's been a memorable learning experience for you?

Share in the chat box!



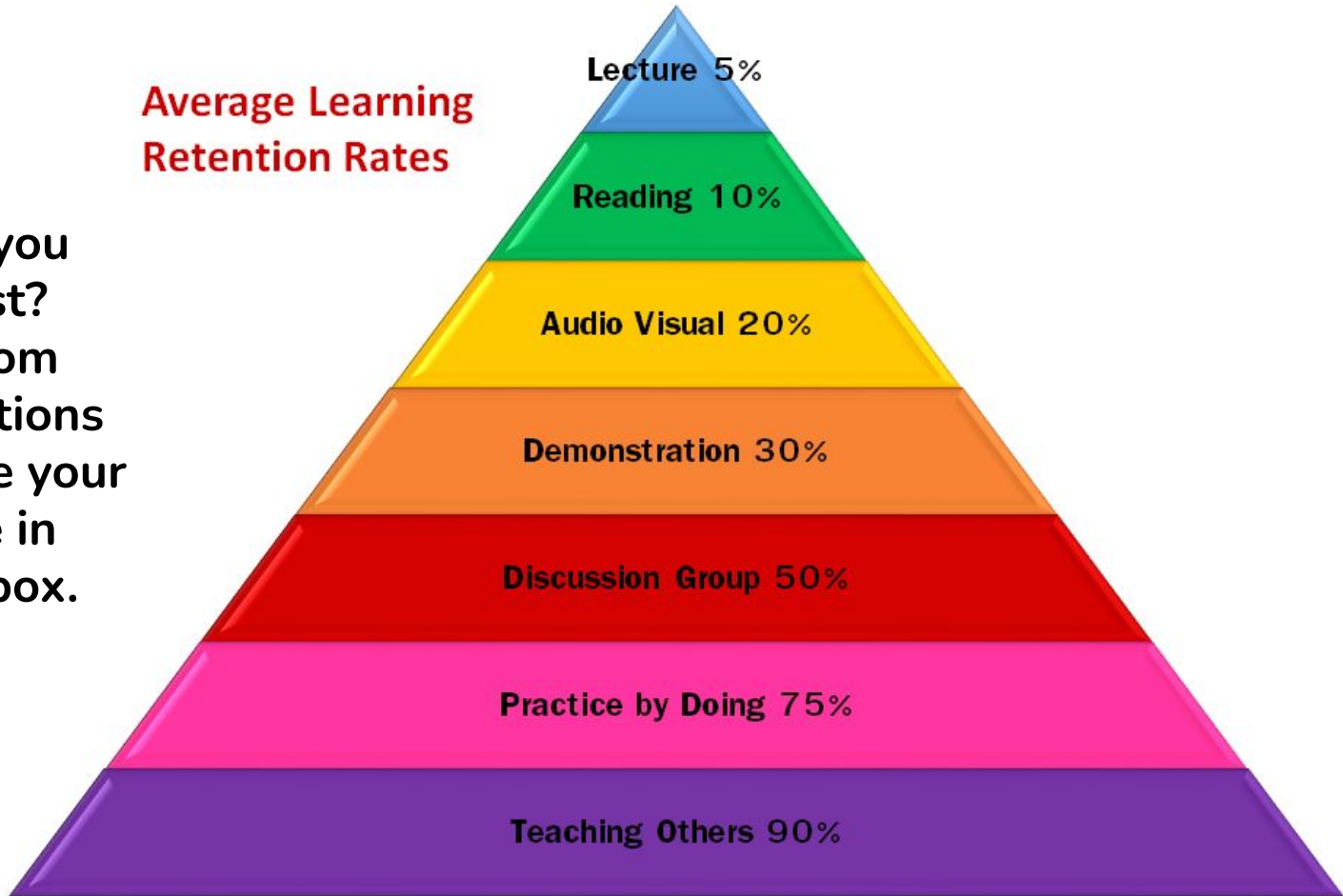
## The Forgetting Curve

In the 1880s, Ebbinghaus discovered that without any reinforcement or connections to prior knowledge, information is quickly forgotten--approx. 56% in one hour, 66% after a day, and 75% after six days.



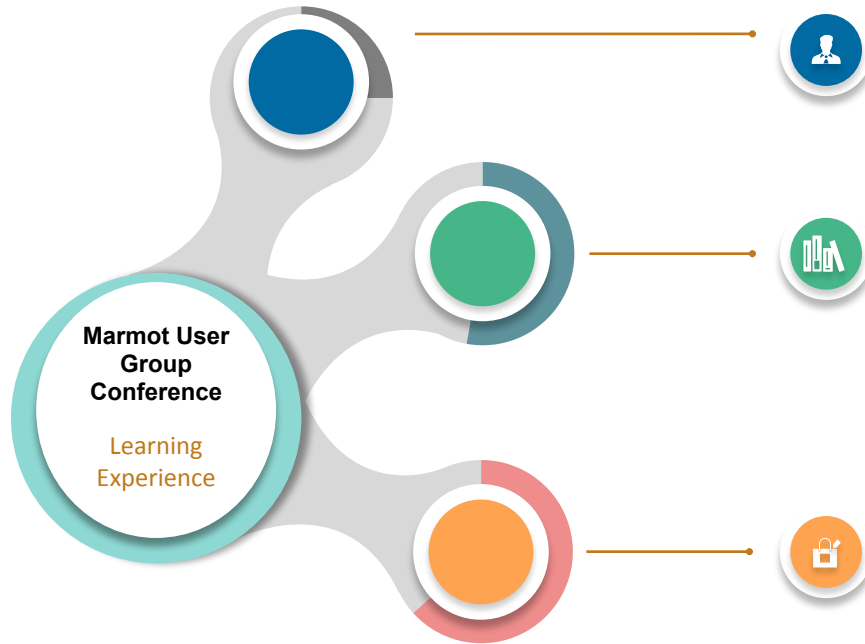
**Average Learning Retention Rates**

How do you learn best? Select from these options and write your response in the chatbox.



Source: National Training Laboratories, Bethel, Maine

# Transfer of Learning Principles



## Investigate Connections

Learners are more likely to transfer knowledge gained during trainings and conferences if there is time allocated to explore links between the content and their roles, responsibilities, or workplace environment.

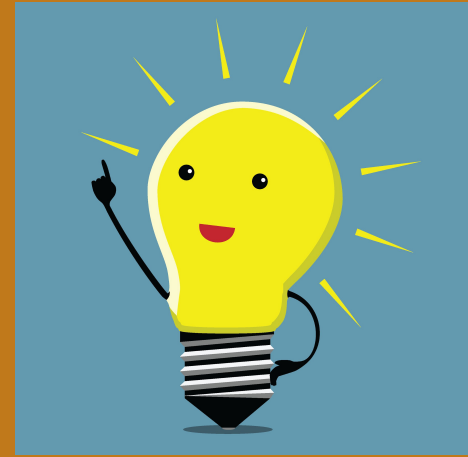
## Provide Opportunities for Practice

Create space for workshop participants to practice new skills gained during trainings. The more repetition, the greater the chance of internalizing the new concepts gained in the learning experience.

## Peer-to-Peer Explanations

When people explain what they've learned to peers, fading memories are reactivated, strengthened, and consolidated. This strategy not only increases retention but also encourages active learning (Sekeres et al., 2016).

# What's been an “aha” moment for you at the MUG conference?



## Definition of *aha moment*:

a moment of sudden realization, inspiration, insight, recognition, or comprehension

Write your moments in the chatbox.





# Applying Your Learning to Your Library/Organization

1. **Identify** a specific content area and/or challenge to be addressed at work
2. **Actions:** What is your proposed plan to address this issue? What content from the MUG conference is applicable/transferrable to this challenge?
  - a. *Consider:* Who is involved, What should be included, Where, How, Why, etc.
3. **Impact:** What do you believe will be the immediate impact on the organization?
4. **Desired Outcome:** What is the short-term and long-term vision for this action plan? What do you hope to achieve?

# Group Think

Appoint one person in your group to be the spokesperson who is willing to share the group's reflections.

When you did all the work in a group project



# Share-Out & Reflection

What issues or challenges surfaced during your group debrief? Any trends or common ground?

What information shared at the MUG conference has been relevant to your library, your role and/or everyday responsibilities?

What impact and/or specific outcomes are you hoping to achieve through your proposed action plan?

What support do you need to make your plan happen - after the conference has wrapped up?



# MUG Connections

- Research suggests that having a follow-up check-in with someone from a conference/training experience makes you more likely to put the learnings into place.
- You'll now be randomly assigned to one other person at the MUG Conference who will be your accountability partner. Connect, share contact info, and pick a date to reconnect in one month to share how you're moving your action plan (or any other work!) along.





**One word  
close-out!**



# Thank you!

Questions or comments? You can reach me at  
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