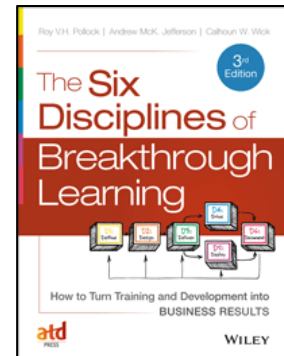# 6Ds® Workshop

"The most relevant, credible, and compelling program I have ever attended."

The 6Ds® Workshop is a 10-week learning experience that includes a live, interactive, two-day workshop based on the best-*selling Six Disciplines of Breakthrough Learning: How to Turn Training and Development into Business Results*, 3rd ed. (Wiley, 2015).

Business Objective

The objective is to increase the business value created by training and development. At the completion of the learning and transfer process, participants will have enhanced the effectiveness a training program by applying 6Ds principles.

How You Will Benefit

In this workshop, you with learn practical skills and techniques which, when applied, will enhance the effectiveness of the training you design and deliver. As a result, you will enjoy greater respect as a learning professional and will be viewed as a strategic business partner, rather than simply an "order-taker" for training.

Learning Objectives

At the completion of the workshop, participants will be able to:
- Explain why training must always be linked to strategic business needs.
- Use the Outcomes Planning Wheel to identify business needs, expected behaviors, and conditions of satisfaction.
- Apply the concept of the "New Finish Line" to enhance learning transfer.
- Define "cognitive overload" and explain its detrimental effect on learning.
- List the key factors in the transfer climate and apply them to their own programs.
- List the times when performance support is especially valuable and its salient features.
- Develop a relevant performance support strategy for a learning program.
- Explain the connection between measurement, the PDCA cycle, and process improvement.
- Define the four guiding principles of program evaluation and apply them to a learning initiative.
- Generate an evaluation plan that will produce relevant, credible, and compelling data.
- Define and achieve a goal for applying one or more of the 6Ds to their own current work.

Overview

The workshop consists of ten segments: An introduction; exercises and discussions of how to strengthen each of the six disciplines; action planning; an 8-week learning transfer period; and a capstone web conference to report progress and achievements. Each segment includes opportunities to practice applying the 6Ds principles to participants' own programs.

Components

The workshop includes:

- Two days of live, facilitator-led, interactive instruction
- A 250+ page workbook and reference guide
- A copy of *The Field Guide to the 6Ds.*
- 8 weeks of online coaching by the facilitator / author
- A capstone web conference to discuss progress and lessons learned
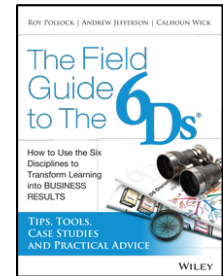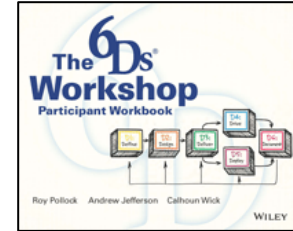
Instructors

The workshop is taught by the authors: **Dr. Roy Pollock** the Chief Learning Officer of The 6Ds Company or **Andy Jefferson**, the Chief Executive Officer.

Agenda

	Key Topics and Exercises
Introduction	• How the business defines value from training. • Current state of the profession. • The two key questions that determine performance improvement.
D1	• A four-step method for clarifying what defines success. • A process for defining outcomes in terms business leaders understand.
D2	• A discussion of *all* the factors needed to optimize outcomes. • Exercises to expand participants' thinking beyond traditional course boundaries.
D3	• Application of learning research to bridge the learning-doing gap. • A process to link each learning initiative to strategic business needs.
D4	• Why learning transfer is the weakest link in most training programs. • Key elements of effective transfer management.
D5	• Need to balance accountability and support. • Sources and systems for performance support.
D6	• Guiding principles for effective evaluation. • Practice applying these principles.
Learning Transfer	• Participants set a goal to apply what they have learned. • They are reminded and supported online for two months.
Finish Line	• The workshop concludes with a capstone web conference in which participants share their progress and "lessons learned.".