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# Bridging the training room to Real-Life

Applying Skills in the Real World



## APPLYING SKILLS IN THE REAL WORLD

By Teresa Passos  
Dynargie Executive Board Member  
PhD in Organizational Psychology

Training programs play a crucial role in equipping individuals with the necessary management and leadership skills. However, the true value of training is realized when those skills are successfully applied in real-life situations. Bridging the gap between the training room and real-life context is essential for individuals to maximize their potential and make a tangible impact. In this article, we will explore effective strategies to bridge this gap and ensure the seamless transfer of skills from the training environment to real-world scenarios:

### 1. Emphasize Practical Application:

To bridge the gap effectively, training programs should focus on **practical application** rather than theoretical knowledge alone. Incorporate hands-on exercises, simulations, and case studies that mirror real-life situations. Encourage participants to actively engage with the material and practice applying newly acquired skills.

### 2. Provide Contextualised Learning:

Ensure that the training content is relevant and relatable to the participants' specific roles or industries. By **tailoring examples and scenarios to their real-life context**, individuals can better understand how to transfer and adapt their skills to their day-to-day responsibilities.

### 3. Encourage Reflection and Feedback:

Create opportunities for participants to reflect on their learning journey and seek feedback from trainers or peers. **Reflection** allows individuals to internalize concepts and identify areas where they can improve. **Feedback** provides valuable insights and helps individuals align their skills with real-life expectations.



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## Effective Strategies

Emphasize Practical  
Application

Provide Contextualised  
Learning

Encourage Reflection  
and Feedback

On-the-Job Support

Continuous Learning  
and Follow-up

Collaborative Learning  
Environments

Management Support &  
Recognition



#### 6. Collaborative Learning Environments:

Foster collaborative learning environments where participants can share experiences, challenges, and successes. Encourage peer-to-peer learning and create opportunities for individuals to collaborate on projects that require the application of their newly acquired skills. This facilitates knowledge exchange and enhances problem-solving abilities.

#### 7. Management Support and Recognition:

Reinforcement to apply newly learned skills & tools, even with a temporary impact on usual performance levels, does play a vital role in the effort to 'make it happen' after the training program.

Bridging the gap between the training room and real-life contexts is vital for maximizing the impact of training programs as it enables individuals to thrive in their professional endeavors and make a meaningful contribution in their respective fields.

Acting intentionally upon the different strategies to bridge the existing learning- doing gap is crucial to minimize and balance a well-known fact of our behavior: the human being is not made to change. The more we bring speed- up factors into the human change equation the more we increase the PLC (Probability Level of Concreteness) of making the most of development program investments.

#### 4. On-the-Job Support:

Offer ongoing support and resources beyond the training room. This can include job aids, reference materials, or mentoring programs. By providing access to these resources, individuals can reinforce their learning and receive guidance as they navigate real-life challenges.

#### 5. Continuous Learning and Follow-up:

Learning does not end with the training program. Individuals should be encouraged in continue learning through follow-up sessions, refresher courses, or online resources. This promotes a growth mindset and ensures that skills remain relevant and adaptable to evolving circumstances.

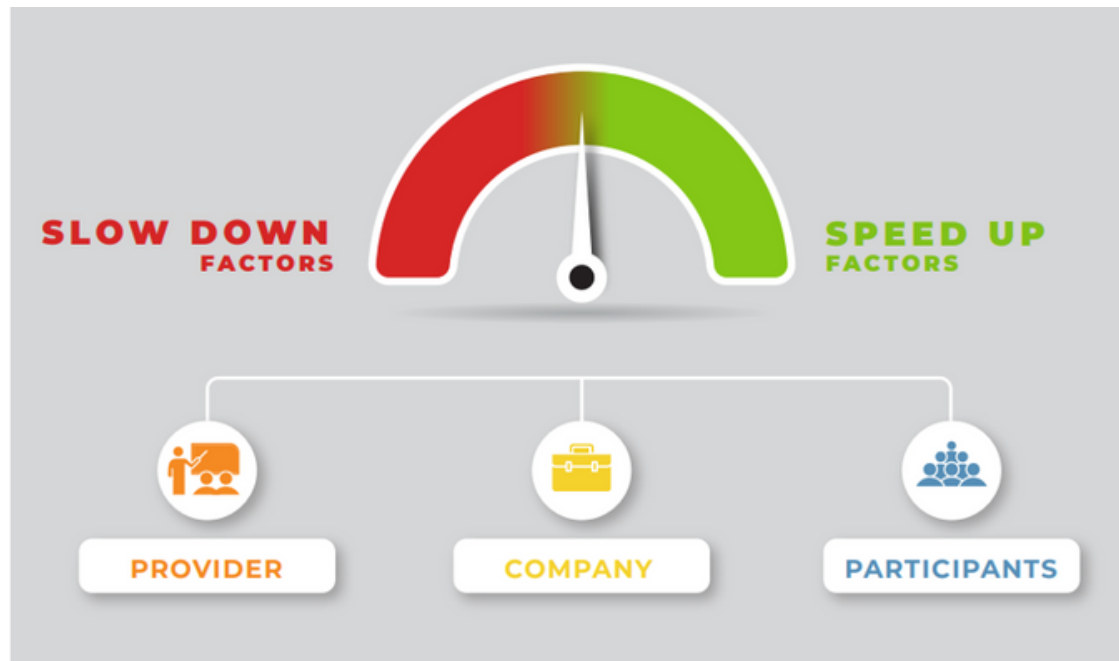


## Why bridging the learning-doing gap can be challenging?

Bridging the gap between the training room and real-life can be challenging due to several factors. First, the training room provides a controlled environment that may not fully replicate the complexities and unpredictability of real-life situations. Participants may struggle to adapt their skills to the unique challenges and dynamics they encounter outside of the training setting.

Second, time constraints play a role. Training programs are often time-limited, while real-life scenarios can be ongoing and require continuous adaptation. Participants may find it difficult to apply their skills effectively within the constraints of time-sensitive and dynamic situations. Additionally, the lack of ongoing support and reinforcement after training, as well as potential resistance to change in the workplace, contribute to the difficulty of bridging the gap between the training room and real-life.

## CLOSING THE KNOWING-DOING GAP: UNRAVELING RESPONSIBILITY - TRAINING PROVIDER, COMPANY OR PARTICIPANTS?



The knowing-doing gap is a shared responsibility among the training provider, the company, and the participants.

The training provider plays a crucial role in designing and delivering effective training programs. They are responsible for ensuring that the content is **relevant, practical, and applicable to real-life** situations. That is why the training provider should be able to emphasize practical application, provide contextualized learning, and offer ongoing support and resources to bridge the gap.

The company also shares responsibility for the knowing-doing gap. The company should create an environment that supports the **application of newly acquired skills**. This includes providing opportunities for **practice, reinforcement, and ongoing learning**.

The company should also address any cultural or systemic barriers that hinder the application of skills in the workplace.

Lastly, the participants themselves bear responsibility for bridging the knowing-doing gap. They are accountable for actively engaging in the training, seeking feedback, reflecting on their learning, and actively applying the skills in real-life situations. Participants should take ownership of their own development and proactively seek opportunities to practice and refine their skills. Without personal commitment and effort from the participants, the knowing-doing gap may persist.



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# Dynargie Solutions

Dynargie offers a comprehensive answer to bridging the training room to Real-Life with its innovative MindPal and Mood Explosion solutions, coupled with the ability to customize trainings to customers' specific needs.



With **MindPal**, Dynargie provides a **cutting-edge digital learning platform** that facilitates **continuous learning and skill application beyond the training room**. MindPal offers a range of interactive and engaging learning materials, including videos, quizzes, and a personal action plan for participants, enabling them to reinforce their knowledge and practice applying skills in their real life.



In addition to MindPal, **Mood Explosion** is a unique **learning experience simulation** that enhances participants' engagement, confidence, and willingness to apply their skills in real-life contexts. This simulation is carefully developed to represent the complex and challenging daily life of a Manager.

## Our Solutions



<https://dynargie.com/MindPal/>



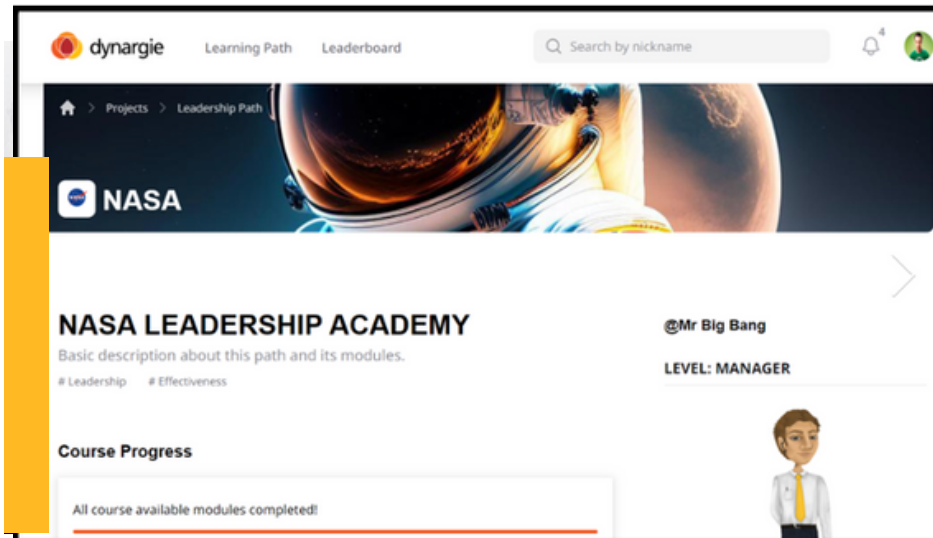
<https://dynargie.com/MoodExplosion/>



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**Gamification** is using game-based mechanics, aesthetics and game thinking to engage people, motivate action, promote learning and solve problems



The most important need that gamification responds to is to **increase the participants' commitment** during The educational process and offer them a fun & unique experience.

Gamification is necessary mainly in long-term trainings that want to keep the participants' interest undiminished, and at the same time their effort will be measurable and easy to be recorded. In addition, it is useful for companies and organizations that have tried a lot in the field of skills development and want something different that will excite the participants and will not be based only on the content of the training. Finally, it is necessary in a company / organization that its culture is close to the philosophy of competition, which is coordinated with the nature of gamification.

Moreover, Dynargie's ability to **customize trainings to customers' specific needs** is a key factor in overcoming the learning-doing gap. By tailoring the content, examples, and role plays to align with the participants' roles, industries, and work environments, Dynargie ensures that the skills developed during training are directly applicable to real-life situations. This customization enables participants to make a seamless transition from the training room to their day-to-day responsibilities, maximizing the transferability and effectiveness of their newly acquired skills.

## Our Solutions

### GAMIFICATION

<https://dynargie.com/Dplatform/https://www.gamificationdynargie.com/>

