

# Performance Centered Learning™

*Training that Translates into Job Performance*

*Performance Centered Learning (PCL) is based on the latest research in Cognitive Science, the study of how the brain works. Current research shows that people learn by doing, not by passively absorbing information.*

*With PCL, trainees encounter scenarios and situations early, and learn new skills and information in order to complete the scenarios. This keeps students interested and engaged, and ensures they can perform the desired skill when they need to, back on the job.*



## Features of Performance Centered Learning

- Learning While Doing
- Practice decision making
- Content provided at the Teachable Moment

## Benefits

- Creates better on-the-job performance
- Accelerates time to proficiency
- Financial savings to organization

**7 design principles of Performance Centered Learning**

Learning While Doing

The Teachable Moment

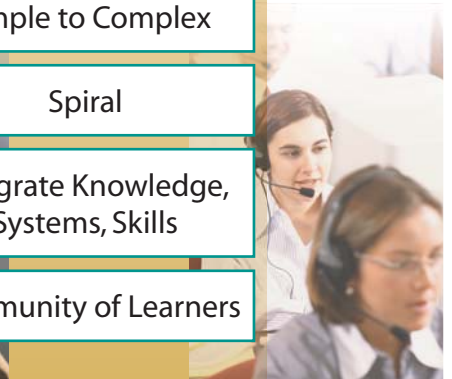
Scaffolding

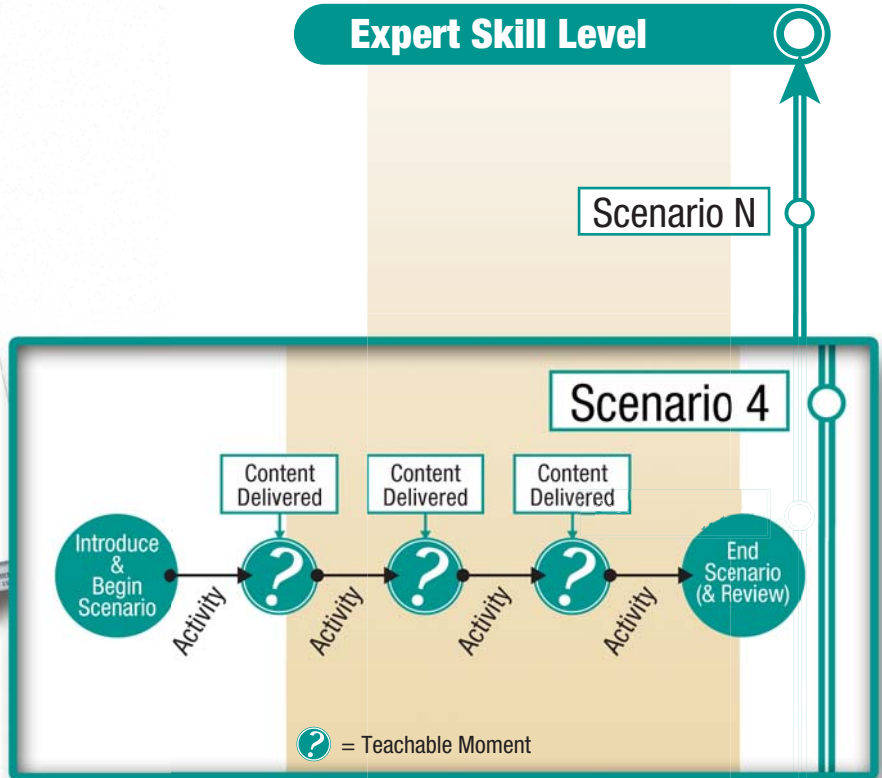
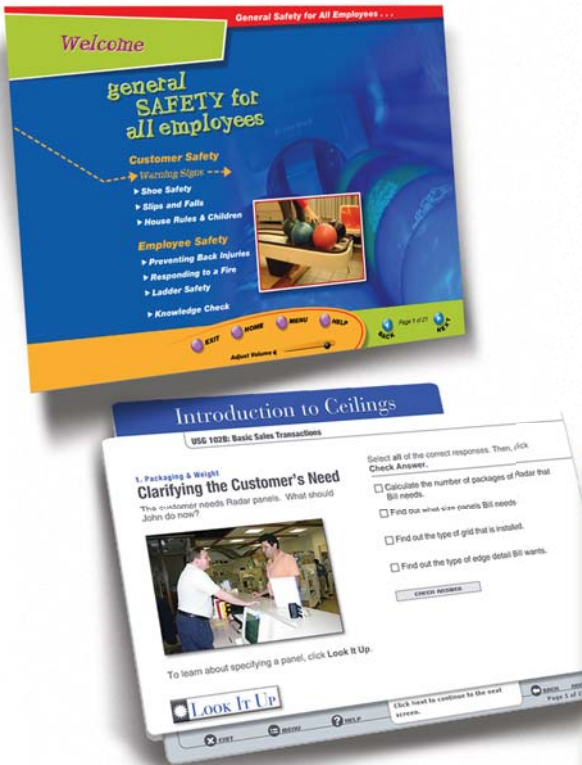
Simple to Complex

Spiral

Integrate Knowledge, Systems, Skills

Community of Learners





### Why does it work?

The Performance Centered Learning method:

- Maximizes **motivation** to learn by engaging learners in interesting, challenging scenarios that require them to seek out information to complete a task or solve a problem.
- Increases **retention** by having learners actively use the information they get to complete the simulation. People remember what they use.
- Promotes **transfer** of skills and knowledge to the job through linking knowledge to how it is used on the job at the teachable moment.

A PCL curriculum decreases the time to proficiency by immersing learners in a systematic set of experiences that it would otherwise take months or years to encounter.

### PCL Applications

- Sales people: Selling skills integrated with product knowledge
- CSRs: Customer service skills integrated with technical and systems knowledge
- Computer users: Systems usage integrated with job tasks.
- Leaders/managers: Management/Leadership skills integrated with interpersonal and business knowledge

**Beginning Skill Level**

Scenario 1

Scenario 2

Scenario 3

Scenario 4

Scenario N

**Expert Skill Level**