

# Commissioner Cast – Episode 100 “Introduction to Microlearning” Discussion Document



<b>Target audience</b>	Council & District Commissioners
<b>Time allotted</b>	10 minutes
<b>Teaching format</b>	Listen to Episode 100 – “Introduction to Microlearning” <b><i>FIRST</i></b>

## Purpose

“Introduction to Microlearning” is the first step in using microlearning modules in your council or district. This discussion document is designed to work in tandem with the podcast:

**Episode 100 “Introduction to Microlearning”**

***Please listen to the podcast FIRST!***

## Key concepts to discuss:

Why microlearning?

- In traditional learning the learner absorbs a great deal of information at one time. The information may be presented in a pre-recorded video, by an instructor in a classroom, a virtual classroom, or an interactive experience like Wood Badge. In many cases, there will be concepts presented that do not apply to all learners at that time. This makes the transition from ‘information’ to ‘application’ difficult. With microlearning, the learner identifies a need, finds the specific information that relates to the need and immediately applies the concepts and methods learned.
  - *What specific situations do Commissioners encounter where a single topic “microlearning” module could be helpful?*

## Why podcasts?

- One thing all Scout Leaders have in common is that they are busy. They don't have time to watch a video, or read a procedure guide. A podcast can be accessed from their phone and they can listen to it while they are walking the dog, cooking dinner, or driving to a Scout meeting.
  - *Where could you find 10-15 minutes to listen to a podcast?*

## How do we use these podcasts?

- There are 3 primary ways the podcasts can be used.
  1. A commissioner has a specific need and listens to the podcast(s) that apply to the situation.
  2. A commissioner has a specific need and asks the district or council commissioner for advice. The DC or CC encourages the commissioner to listen to specific podcast(s). They schedule a time later to discuss the content of the podcast and how to approach the specific situation.
  3. A district commissioner assigns a specific podcast to the commissioner team and they are expected to listen to it before the next meeting. At the next meeting, the DC facilitates a discussion around the topic.
  - *Which of the three methods do you think will be most useful?*

## How do I lead the follow up discussion after I assigned it?

- Your goal in the follow-up discussion is to get the unit commissioners talking about ways they can do things differently to get a better result. Here are a few ways to keep the discussion on track:
  1. Avoid general questions like "what did you think?" This leads to comments like "too long, too short, the guy's voice was..."
  2. Ask action-oriented questions like "what can we **do differently** to help our units get their re-charter paperwork started earlier?"
  - *What would you like to see your unit commissioners doing differently?*

What if no one listened to the podcast that I assigned?

- This will happen! especially in the beginning. First, you should listen to the podcast yourself. Secondly, don't scold or shame them for not listening – they're busy, and they're volunteers! You can still ask action-oriented questions such as. "The podcast offered suggestions on how to deal with conflict in a unit. How many of us have units that are experiencing conflict? What are you doing to help them? What can we do differently?"
- Ask the commissioners to listen to the first podcast AND assign a new podcast. If they realize you are going to follow up (in a kind and friendly way) they will find the time...eventually.
  - *What can you do to positively influence your commissioners to listen to the podcasts?*

What do I do first?

- You have already taken the first step! Next, show you commissioners where to find and how to access the podcasts. Choose one podcast and ask them to listen to it before your next meeting.
- Keep in mind that the discussion is the key component that will help them move the content from "information" to "application."
  - *What are the important issues in your district or council?*