



Assignment #3

Facilitating With H-I-P-A

Many people use the words “teacher” and “facilitator” as though they are the same. However, understanding the differences between the two is important for your facilitation skills. When you teach, the motivation for learning originates with the teacher. When you facilitate, you create motivation within the student.

It is important to make the learning process experiential. People learn in a variety of ways, but everyone learns from experience. To ensure that you are reaching all types of learners Shipley Communication recommends using the HIPA learning model. Turn to page 2 in your Facilitator Guide and review the HIPA principles.

Assignment:

Prepare a lesson plan that is suitable to your organization’s goals using the HIPA model.

1. Brainstorm and select at least one learning objective you can facilitate with The Four Lenses. Clearly define the purpose of the lesson and how it matches your organization’s goals.
2. Create a **Hook** to excite your participants before the lesson.
3. How will you facilitate your lesson (**Instruct**) without teaching?
4. How can your participants **Practice** and use their new found information?
5. **Assess:** How will this achieve the desired result? What are your next steps for implementation and improvement?

Teachers	Facilitators
Lecture.	Direct group discussion.
Answer all questions.	Ask the group to answer questions.
Stand at the front for authority and attention.	Become a part of the class and move where needed.
Are responsible for the learning process.	Encourage learning; onus is on the student.
Evaluate learning based on their agenda.	Evaluate learning based on the student’s agenda.

Test Yourself True/False:

1. Facilitating, versus teaching, is recommended for a better learning experience.
2. Shipley Communication has prepared and can custom prepare HIPA based lessons for your organization.
3. The HIPA approach is founded on the fact that everyone learns the same way.
4. A facilitator should frequently stand at the front of the classroom to maintain authority and attention.
5. The Four Lenses is most useful to an organization when it is properly applied to organizational goals.

To ask questions or to receive answers for the previous Test Yourself quiz please email assignments@shipleycommunication.com . We welcome your comments.