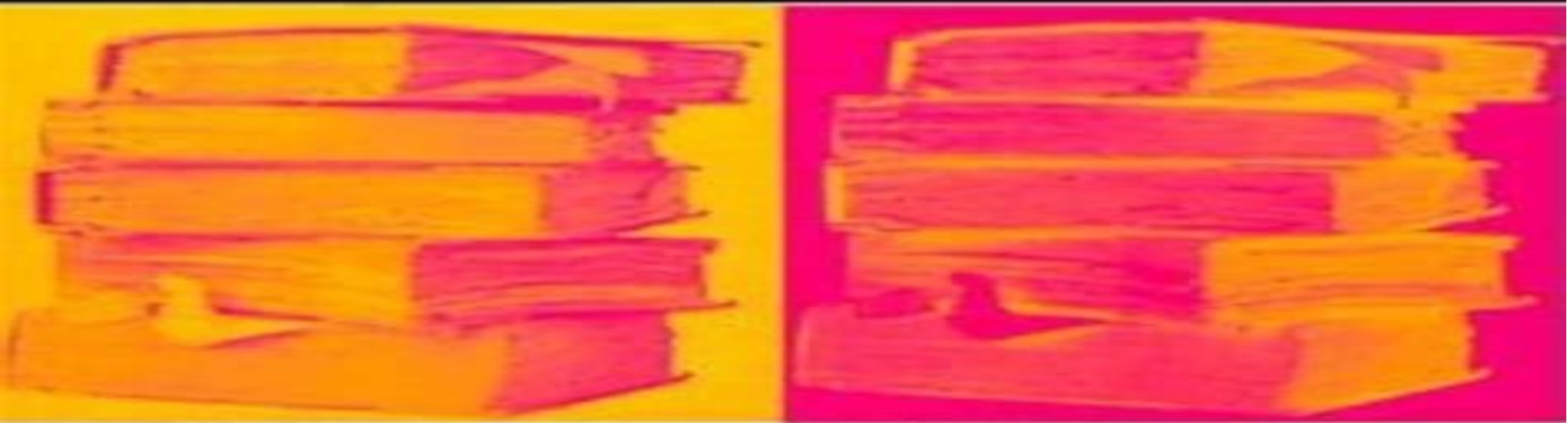


TALES *for* TRAINERS



*Using Stories and Metaphors
to Facilitate Learning*

Margaret Parkin

Tales For Trainers Using Stories And Metaphors To Facilitate Learning

Terrence L. Gargiulo



Tales For Trainers Using Stories And Metaphors To Facilitate Learning:

Tales for Trainers Margaret Parkin,1998 Shows how stories and metaphors can be used by facilitators and managers in training and developing people *More Tales for Trainers* Margaret Parkin,2010-10-03 In *More Tales for Trainers* Margaret Parkin presents a further 50 stories anecdotes metaphors and poetry which any trainer or manager can readily use to encourage and engage learners Beginning by setting the use of stories in learning on a sound theoretical footing the book goes on to include sample stories that trainers can use to address a number of learning and development needs The stories cover all the key areas in organizational training including leadership communication and change **Tales for Trainers** Margaret Parkin,2010-04-03 A concise guide to using stories anecdotes metaphors and poetry in training and development *Tales for Trainers* is packed with ideas to give training more impact Beginning by setting the use of stories in learning on a sound theoretical footing the book goes on to include sample stories that trainers can use to read out loud The author provides 50 tales that will immediately help trainers managers educators and coaches to reinforce key messages or stimulate fresh thinking Proven to work in a variety of training environments the stories range from ones written specifically by the author to carefully selected extracts from literature They both work brilliantly as an aid to learning The book also includes a detailed matrix to show which tales can be effectively used to promote particular actions or concepts Online supporting resources include audio clips of stories illustrating the benefits of using storytelling in a business context **Tales for Coaching** Margaret Parkin,2010-10-03 Coaching is rapidly proving to be an invaluable aid to personal development and a successful way to enhance performance within organizations of all types More and more people are also discovering how to use storytelling to bring about change and reinforce learning *Tales for Coaching* combines these two approaches into a powerful and effective technique to assist personal change Showing you how and when to use stories to maximum effect whether you are coaching an individual or a group the author demonstrates how your coaching can have greater impact with the effective use of storytelling Complete with sample stories that can be read aloud in a variety of coaching situations *Tales for Coaching* includes 50 tales that will immediately help coaches trainers managers and educators to reinforce key messages or stimulate fresh thinking **Storytelling in Management Practice** Stefanie Reissner,Victoria Pagan,2013-06-03 Since the early 2000s storytelling as a means of managerial communication has been increasingly advocated with a focus on the management practices of leadership change and organizational culture Most research on storytelling in management practice derives from practitioner experience but little is known about the specific dynamics behind storytelling as a tool for managerial communication This book derives from one of the first research studies into storytelling in management practice which sought to evaluate the assumed but not necessarily proven effectiveness of storytelling as a management tool Building on existing theories of narrative and storytelling in organizations the book explores how managers use storytelling in their daily practice revealing that it can be employed both purposively like a tool and perceptively spontaneously and intuitively

The book explains that storytelling has different functions in management practice at different levels of the organization such as Creating direction for the organization Translating strategic messages into operational ones and supporting the professional development of staff Shaping the organization's social fabric through the sharing of personal stories Aided by a wealth of interviews and case studies Storytelling in Management Practice reveals an analysis of the dynamic relationship between story storyteller audience and organizational context As such it will be useful for students and researchers working across a variety of sub disciplines including leadership organizational behaviour and business communication New Product Forecasting Kenneth B. Kahn, 2006 Concise and jargon free this is a one step primer on the tools and techniques of forecasting new product development Equally useful for students and professionals the book is generously illustrated and features numerous current real world industry cases and examples Part I covers the basic foundations and processes of new product forecasting and links forecasting to the broader processes of new product development and sales and operations planning Part II includes detailed step by step techniques of new product forecasting from judgmental techniques to regression analysis Each chapter in this section begins with the most basic techniques then progresses to more advanced levels Part III addresses managerial considerations of new product forecasting including postlaunch issues such as cannibalization and supercession The final chapter presents an important set of industry best practices and benchmarks

Flexible Learning in an Information Society Badrul Huda Khan, 2007-01-01 This book uses a flexible learning framework to explain the best ways of creating a meaningful learning environment This framework consists of eight factors institutional management technological pedagogical ethical interface design resource support and evaluation a systematic understanding of these factors creates successful flexible learning environments Provided by publisher **Sell with a Story** Paul Smith, 2016-09-08 Despite the high tech tools available to salespeople today the most personal method still works best Through storytelling a salesperson can explain products or services in ways that resonate connect people to the mission and help determine what decisions are made A well crafted story can pack the emotional punch to turn routine presentations into productive relationships In Sell with a Story organizational storytelling expert and author Paul Smith focuses his popular and proven formula to the sales arena Smith identifies the ingredients of the most effective sales stories and reveals how to Select the right story Craft a compelling and memorable narrative Incorporate challenge conflict and resolution And more Learning from model stories skill building exercises and enlightening examples from Microsoft Costco Xerox Abercrombie Fitch Hewlett Packard and other top companies you will soon be able to turn their personal experiences into stories that introduce yourself build rapport address objections add value to the product bring data to life create a sense of urgency and most importantly sell If you want to become a better communicator and transform your sales results Sell with a Story is for you Lead with a Story Paul Smith, 2012 Storytelling has come of age in the business world Today many of the most successful companies use storytelling as a leadership tool At Nike all senior executives are designated corporate storytellers

3M banned bullet points years ago and replaced them with a process of writing strategic narratives Procter Gamble hired Hollywood directors to teach its executives storytelling techniques Some forward thinking business schools have even added storytelling courses to their management curriculum The reason for this is simple Stories have the ability to engage an audience the way logic and bullet points alone never could Whether you are trying to communicate a vision sell an idea or inspire commitment storytelling is a powerful business tool that can mean the difference between mediocre results and phenomenal success Lead with a Story contains both ready to use stories and how to guidance for readers looking to craft their own Designed for a wide variety of business challenges the book shows how narrative can help Define culture and values Engender creativity and innovation Foster collaboration and build relationships Provide coaching and feedback Lead change And more Whether in a speech or a memo communicated to one person or a thousand storytelling is an essential skill for success Complete with examples from companies like Kellogg s Merrill Lynch Procter Gamble National Car Rental Wal Mart Pizza Hut and more this practical resource gives readers the guidance they need to deliver stories to stunning effect

Experiential Learning Colin Beard, John P. Wilson, 2006-05-03 This handbook pulls together for the first time both the theory and the practice of experiential learning and all types of learning that employ activity based experience Based on sound theoretical underpinning and making full use of examples and guidance for successful implementation Experiential Learning enables readers to unleash some of the more potent ingredients of learning through experience Everything that can possibly provide or affect a learning experience is discussed most theories of learning and every conceivable way to interest learners in an activity Even very accomplished developers who prepare learning experiences for all types of learners from grade level classes through executive seminars can undoubtedly find many ideas to expand the design options upon which they can draw Leadership and Organisational Development Journal Previously known as The Power of Experiential Learning *Experiential Learning* John P. Wilson, Colin Beard, 2013-08-03 Experiential Learning enables educators trainers coaches and facilitators to unleash some of the more potent ingredients of learning through experience It presents a simple model the Learning Combination Lock which illustrates the wide range of factors that can be altered to enhance the learning experience The theory is brought to life with hundreds of examples from around the world and covers issues such as experience and intelligence facilitation good practice and ethics learning environments experiential learning activities and working with the senses and emotions Experiential Learning offers the skills that can be successfully applied to a variety of settings including management education corporate training team building youth development work counselling and therapy schools and higher education and special needs training This fully updated third edition includes guidance for coaches cutting edge new material on sensory intelligence and updated models tools and case studies throughout Online supporting resources include Introduction to Sensory Intelligence audio files [Once Upon A Time](#) Terrence L. Gargiulo, 2007-06-30 Terence Gargiulo s breakthrough communications and storytelling are amply demonstrated with dozens of corporate

examples And the best part Gargiulo shows us step by step how to create this storytelling communication magic in our own organizations The competencies assessed by the instrument represent the nine essential communication behaviors that need to be developed and cultivated in all of today s leaders and managers Modeling Telling Selecting Indexing Synthesizing Reflecting Eliciting Listening and Observing Once Upon a Time will show you how to develop exceptional communication skills and it will serve as an invaluable resource for helping others do the same Stories are a natural part of how we communicate Yet many of us are unaware of the different ways we use stories This book will take the intuitive aspects of communicating through stories and break it down into repeatable practices and essential competencies The story based activities in the second half of the book will give you powerful easy to lead structured experiential exercises that can be used in a variety of settings and for lots of different purposes that go beyond training

Qualitative Techniques for Workplace Data Analysis Gupta, Manish,Shaheen, Musarrat,Reddy, K. Prathap,2018-07-13 In businesses and organizations understanding the social reality of individuals groups and cultures allows for in depth understanding and rich analysis of multiple research areas to improve practices Qualitative research provides important insight into the interactions of the workplace Qualitative Techniques for Workplace Data Analysis is an essential reference source that discusses the qualitative methods used to analyze workplace data as well as what measures should be adopted to ensure the credibility and dependability of qualitative findings in the workplace Featuring research on topics such as collection methods content analysis and sampling this book is ideally designed for academicians development practitioners business managers and analytic professionals seeking coverage on quality measurement techniques in the occupational settings of emerging markets

101 Healing Stories for Kids and Teens George W. Burns,2012-06-29 A comprehensive guide to understanding and using storytelling in therapy with kids and teens George Burns is a highly experienced clinician with the remarkable ability to create discover and tell engaging stories that can teach us all the most important lessons in life With 101 Healing Stories for Kids and Teens he strives especially to help kids and teens learn these life lessons early on providing them opportunities for getting help and even learning to think preventively Michael D Yapko PhD Author of Breaking the Patterns of Depression and Hand Me Down Blues George Burns takes the reader on a wonderful journey balancing metaphor good therapeutic technique and empirical foundations during the trip Given that Burns utilizes all three aspects of the Confucian story referred to in the book teaching showing and involving readers should increase their understanding of how stories can be used therapeutically Richard G Whiteside MSW Author of The Art of Using and Losing Control and Working with Difficult Clients A Practical Guide to Better Therapy A treasure trove for parents and for professionals in the child development fields Jeffrey K Zeig PhD Director The Milton H Erickson Foundation Stories can play an important and potent role in therapy with children and adolescents helping them develop the skills to cope with and survive a myriad of life situations In many cases stories provide the most effective means of communicating what kids and teens might not want to discuss directly 101 Healing Stories for

Kids and Teens provides straightforward advice on using storytelling and metaphors in a variety of therapeutic settings Ideal for all who work with young people this unique resource can be combined with other inventive and evidence based techniques such as play art music and drama therapies as well as solution focused hypnotic and cognitive behavioral approaches Offering guidance for new clinicians and seasoned professionals George Burns s latest work delivers a unique combination information on incorporating storytelling in therapy dozens of ready made stories and tips for creating original therapeutic stories Innovative chapters include Guidance for effective storytelling Using metaphors effectively Where to get ideas for healing stories Planning and presenting healing stories Teaching parents to use healing stories In addition 101 Healing Stories for Kids and Teens includes dozens of story ideas designed to address a variety of issues such as Enriching learning Teaching self care Changing patterns of behavior Managing relationships emotions and life challenges Creating helpful thoughts Developing life skills and problem solving techniques

Hire Smart from the Start Dave Carvajal, Dorothy Grover Bolton, 2018-01-17 This book distills lessons gained from the author s 20 years of experience building out and staffing two enormously successful Internet startups and helping firms land the talent they need to reach their greatest potential Don t rely on instincts alone Hiring is king and while the lesson seems so basic so many good companies stumble and lose their stride just when they were poised for rapid growth Why Their leaders treated hiring as a tedious chore They posted an ad hoc ad Took the first person with the right skills Hired for immediate needs rather than future flourishing Whether you re a high tech entrepreneur taking a startup public or a food truck vendor with a concept that s taking off Hire Smart from the Start offers a proven formula to help you Find candidates whose values and working style fit your business Spot the 5 types of applicants you should never ever hire Motivate reach candidates to leave their jobs and take a chance on your vision Develop meaningful incentives that make people stay Accelerate success hire smart from the start This book shows you how

Wake Me Up When the Data Is Over Lori L. Silverman, 2006-09-18 This book includes real life examples from over 70 respected organizations small and large representing a multitude of industries using stories to drive results Leaders from organizations such as Microsoft Lands End Verizon U S Air Force and World Vision demonstrate the strong positive influence stories can have No abstract theories or platitudes are conveyed here The book spells out how Kevin Roberts CEO worldwide of Saatchi Saatchi achieved sustained sales growth after several mergers and downsizings caused the organization to fall on hard times It also shows how Erik Shaw president and CEO of FivePoint Federal Credit Union overcame resistance to an organizational name change resulting in membership growth exceeding the national average

Learning about Learning Samuel A. Malone, 2003 Coverage includes educational psychology personal development accelerated learning study skills memory the brain nutrition and training and development

Organizational Learning Communities Andy Lancaster, 2024-06-03 Learning communities transform organizations through sharing knowledge spearheading practice solving problems seeding innovation and supercharging development So how can you develop a culture of learning in your

organization Organizational Learning Communities answers this question and explains how and why this approach can improve individual employee performance and drive overall business results Written by a leading voice in the learning profession this book contains everything that Learning and Development L D practitioners need to know to successfully embed learning communities in their organizations Following the 7Cs model of Cause Culture Conditions Cadence Content Contributions and Credit the book establishes the key factors that underpin thriving learning communities as well as the benefits of social and collaborative learning in the company This practical guide establishes strategies to drive community impact and report success to stakeholders drawing widely on evidence based research and real world examples Each chapter ends with reflective questions to support transfer to the reader s context This is essential reading for those involved in facilitating learning communities or planning on pioneering one to empower their organization s productivity and performance

The Trainer's Handbook Karen Lawson, 2006-04-27 This thoroughly revised and updated second edition of The Trainer's Handbook presents a comprehensive systematic approach to developing training skills and competencies It reflects the current changes in the design development and delivery of training that will meet the needs of today's learner distance learning and performance consulting The book offers a fresh focus on evaluation includes practical how-to guidance and a wealth of illustrative real life examples Note CD ROM DVD and other supplementary materials are not included as part of eBook file

The Strategic Use of Stories in Organizational Communication and Learning Terrence L. Gargiulo, 2014-12-18 Designed for students and practitioners in the fields of organizational behavior and human resource training and development this groundbreaking book presents a cutting edge approach to improving organizational communication Drawing on his extensive experience as an organizational development consultant and group process facilitator Terrence Gargiulo shows how the use of storytelling is the key to effective communication and learning

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