**Faster, Slower**

**The Situation:** You are a master trainer for **WI**se **S**mart**P**eople **E**ducators**I**nitiative (WISPEI). Your organization has been in existence for over 25 years. While your organization has enjoyed many years of independence, another organization, **D**riven to **P**erfection **I**ncorporated (DPI) has just been told that they will now be placed in an oversight role for your organization. You have been given the charge to train employees and volunteer parent leaders on several new initiatives.After consultation with leaders from both groups, you have prepared a presentation on the new organizational structure and its ramifications for changes in job responsibilities, organizational priorities, and future goals. As you begin your presentation, you look around the room and realize that ½ of the audience is staring at you with confused looks and blank stares. Further, based upon facial expressions, you sense that some of the experienced people may not be receptive to new ideas and will try very hard to keep things status quo. You also suspect that some of the people are distinctly slower to catch on to new concepts than others are.

**Assignment 1.**In your group, discuss the above case study. Think of ideas for usefully handling a group of training participants with vastly different rates of assimilation of new subject matter, whether based upon differing experience, adaptability, or cognitive ability. What might you do to determine if you have this problem with an audience? What steps might be appropriate to aid those who are slower to catch on? What might be done to challenge those who grasp the ideas quickly and are impatient with the others? Might the two groups help each other? Your goal is to make the session equally beneficial and stimulating to the entire group of participants. Come up with at least 3 things you could do in order to accomplish your goal.

**Assignment 2:** After you have developed your strategies for coping with both slower and faster participants, select volunteers to be the trainer, the slower group and the faster group. Use role play to illustrate the difficulties such a mixed group present and some of the strategies you would use to deal with the situation.