Session Handout: Make It Interactive

Tools to Boost Your Trainings, Webinars, and Meetings

The Goal: Transition from passive "telling" to active "involving" to ensure your learners don't just hear the information but retain and apply it.

> *"Tell me and I forget, teach me and I may remember, involve me and I learn."* — **Benjamin Franklin**

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1. Core Frameworks

- **The 10-2 Rule:** For every **10 minutes** of content delivery, provide **2 minutes** of interaction. This resets the "attention clock" and keeps energy high.
- **The Reflective Debrief:** Use the **"What? So What? Now What?"** script to move from observation to action.
  - **What?** (What happened? What did we do?)
  - **So What?** (Why does it matter? What did we learn?)
  - **Now What?** (How will we apply this tomorrow?)

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2. Interaction Selection Matrix

Choose the right tool for the right objective:

Method	Best For...	Digital Tool Examples
Polls	Temperature checks, quick data, or anonymous feedback.	https://www.mentimeter.com/app/home
Chat Waterfall	High-energy brainstorming; everyone enters but waits to hit "Send."	Zoom/Teams/Webex Chat
Breakout Rooms	Deep-dive discussions and peer-to-peer networking.	https://www.zoom.com/

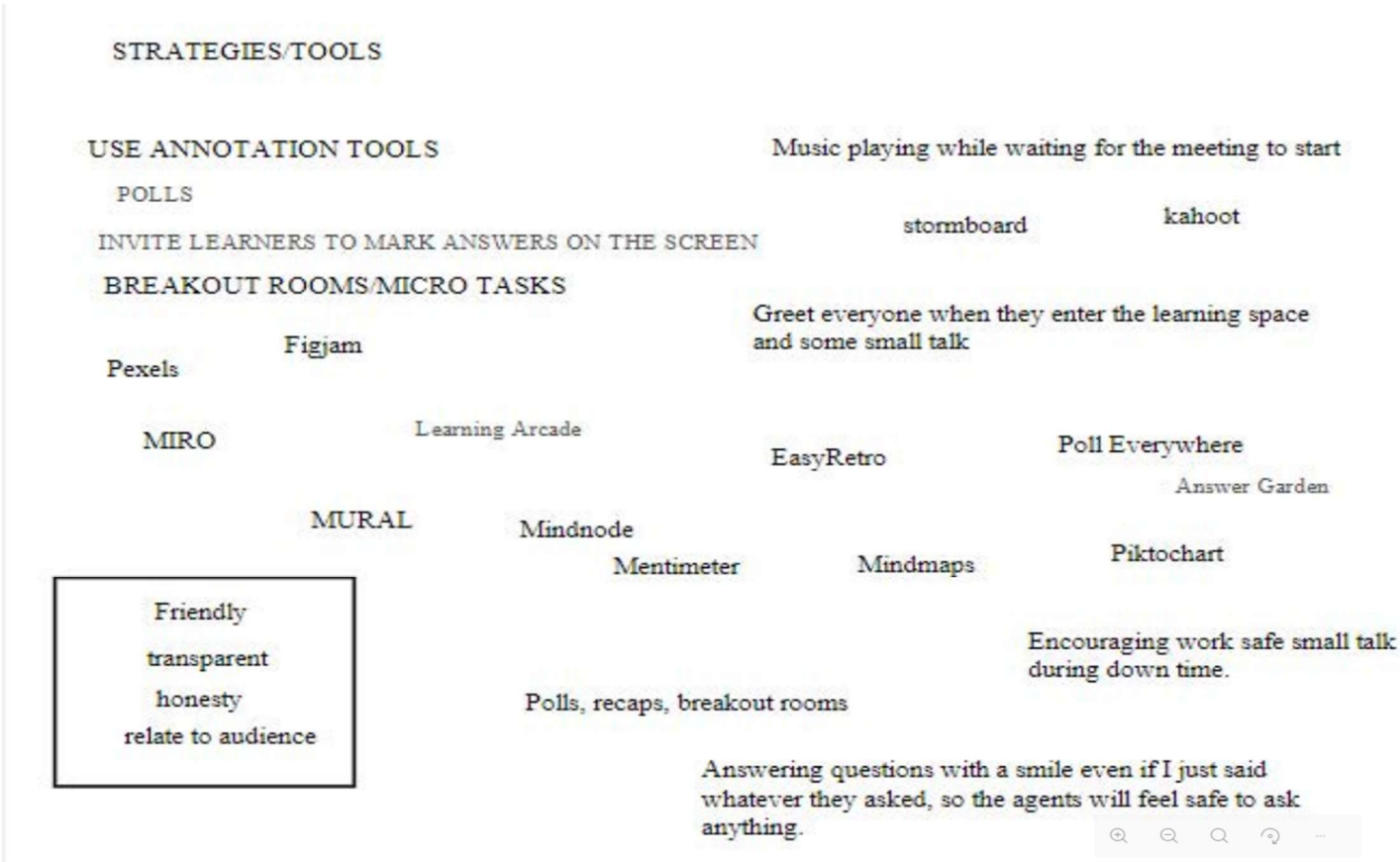
Collaborative Map	Visualizing connections or geographic distribution.	https://padlet.com/

3. Technical Checklist

- [ ] **Audio/Video Check:** Are you clear and centered?
- [ ] **Link Readiness:** All URLs copied and ready for the chat.
- [ ] **Co-Host Assigned:** Someone to monitor the chat while you present.
- [ ] **Plan B:** A low-tech backup if a specific tool fails (e.g., "If the poll doesn't load, use a reaction emoji!").

4. Recommended Resources

- **OUC webpage:** https://www.cu.edu/controller
- **Training Design:** https://www.thiagi.com
- **CPE Courses:** https://www.cu.edu/controller/schedule-and-registration



More LOLA Types

Role Play	Double Exposure	Application Activity (uses job aids)	Debrief	Board Games	Card Games
Consensus Decision-Making	Creativity LOLAs	Improv Games	Value Clarification	Video LOLAs	Audio LOLAs
Simulations	Kinesthetic LOLAs	Prop-based LOLAs	Cash LOLAs	Culture Assimilator LOLAs	Openers
Table LOLAs	Top Ten LOLAs	Sampling LOLAs	Game Show LOLAs	Case Method LOLAs	Technology-Based LOLAs

Structured Sharing	Interactive Lecture	Story	Textra	ABLA	Jolts
• Activities that leverage participant knowledge	• Activities that wrap around deadly, dull, and boring lectures	• Activities that use stories to create connection and meaning	• Activities that center around documents and text-based sources	• Activities that use assessment and evaluations	• Short activities that can be debriefed for a lifetime

THE ELEVEN TYPES OF LOLAs COVERED IN THE LOLA BOOK

Puzzle	Magic	Thought Experiment	Graphic	Closer
• Activities that use puzzles	• Activities that leverage magic tricks as metaphors	• Activities that walk participants through hypotheticals	• Activities that center images, pictures, and other graphics	• Activities that summarize your LOT