# My Adult learning Pedagogy

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I design adult learning as a **results-driven** experience: human, fun, and evidence-based, where AI and LMS analytics continuously shape and improve how people learn at work.

## Core belief: adults learn for impact

- Adults engage when learning clearly solves real problems in their role, right now, not "someday theory".
- I make the "why this matters" explicit up front, linking each module to business outcomes, risk reduction, and personal productivity or career benefits.
- I treat learners as partners, not passengers: they bring experience, judgment and context that the program must actively use.

## Principles of my adult education pedagogy

- Self-directed and role-relevant: learners choose pathways, scenarios and practice tasks aligned to their role (advisor vs operations vs executive), while still meeting core competency requirements.
- Problem and task-centred: content is organised around real workplace tasks (e.g. "Use AI to draft compliant client comms" or "Review AI outputs for bias and risk"), not abstract topics.
- Experience-first: I start from what people already do (their current workflows, tools and shortcuts) and layer AI skills onto those, inviting them to critique, adapt and improve course examples.
- Just-in-time and modular: I use microlearning (short, focused lessons with one clear outcome) so people can learn in the flow of work and immediately apply the new skill.
- Feedback-rich: I design rapid feedback loops, quizzes, scenario branching, peer discussion, and supervisor reinforcement, so learners see the impact of better decisions quickly.

## Signature learning design: "Engaging for Enjoyment"

- People learn better when training is enjoyable, so I deliberately use humour, lightness, and relatable stories from our own environment to make serious topics stick (e.g. AI risk, compliance, data privacy).
- I incorporate gamification, badges, points, progress bars, leaderboards, for participation and completion, but always tie it back to meaningful behaviours, not just "clicks".
- Every module begins with an engaging hook: a short story, surprising stat, or "can you spot the AI mistake?" challenge that frames the lesson and sparks curiosity.
- I vary media (short videos, interactive questions, scenarios, quick reflections, downloadable checklists) to keep cognitive energy high and cater for different preferences.

**Progressive layering: from basics to mastery**

- I structure programs as a progressive journey: awareness → fluency → mastery, with clear behavioural descriptors at each level so learners and leaders can see growth over time.
- Concepts are layered: each module revisits core ideas (ethics, risk, effective prompting, data security) in more complex contexts, so learning is reinforced rather than repeated.
- Pathways are adaptive: core "AI literacy" for everyone, plus specialised streams for advisors, operations teams and executives, each with tailored use cases, metrics and expectations.
- I design stretch tasks and advanced challenges for high performers, such as designing their own AI use case pilots or coaching others to build internal champions.

**Data- and LMS-informed design**

- I treat the LMS (LearnDash, Docebo or other platforms) as a feedback engine, not just a content repository: completion, time-on-task, quiz performance and interaction data all inform iterative improvements.
- I set clear success metrics up front: target completion rates, time-to-completion, satisfaction, and behaviour-change indicators (e.g. usage of AI tools, quality of prompts, reduction in rework).
- I use analytics to identify friction points (drop-off modules, confusing activities, low quiz scores) and then simplify, chunk or redesign those experiences.
- I leverage LMS features like reminders, nudges, mobile access, social learning spaces and sandbox environments to support adoption and keep learning in the daily flow of work.

**Culture, safety and AI-specific focus**

- As Education and Awareness Manager for AI, I design learning that promotes safe, ethical, compliant use of AI aligned with organisational policies, regulatory expectations, and risk appetite.
- I normalise experimentation in safe sandboxes: people can try prompts, see where AI goes wrong, and learn how to correct, supervise, and document AI outputs.
- I partner with central L&D, communications, change and AI teams to align content, campaigns and showcases so AI education feels coherent and embedded, not a one-off training burst.
- I measure "AI fluency" over time, confidence, usage patterns, quality of examples, and feed that data back into content design, coaching priorities, and leadership reporting.

**Learning experiences I create**

- Scenario-based simulations where learners practice making decisions with AI in realistic cases, see consequences, and get targeted feedback.
- Short "prompt labs" where advisors, operations staff and leaders iteratively refine prompts for their own tasks, sharing best examples across the community.
- Role-based learning paths with clear entry points (beginner, intermediate, advanced) and visible progress so learners can self-direct their journey.
- Social and community elements, showcases, discussion boards, and "AI wins" storytelling to spread practical, peer-tested ideas and keep momentum high.