

Practice and Feedback for Deeper Learning

26 evidence-based and easy-to-apply tactics
that promote deeper learning and application

Patti Shank, PhD

Make It Learnable Series

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v2.2017

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Patti Shank PhD/Learning Peaks LLC
Learning sPeaks Publications
www.pattishank.com

Practice and Feedback for Deeper Learning/ Patti Shank PhD—1st ed.

ISBN-13: 978-1976215087

ISBN-10: 1976215080

Praise for *Practice and Feedback for Deeper Learning*

Patti's book is absolutely brilliant. It covers most (if not all!) fundamentals for effective learning design. It also reminded me that our profession is tough! There are many nuances and subtleties that are extremely important. Patti explains these complicated topics in an understandable and applicable way.

Mirjam Neelen, MSc., Learning Experience Design Lead, Accenture

Patti Shank's *Practice and Feedback for Deeper Learning* should be on the bookshelf, physical or virtual, of everyone who creates instruction for improving the performance capability of their target audiences. If you are concerned with transfer back to the job you will benefit greatly from following her five strategies and 25 tactics. This is now the second book I would have every L&D staffer read after Mager and Pipe's *Analyzing Performance Problems*.

Guy W. Wallace, President, The Enterprise Process Performance Improvement Consultancy

The training industry is full of myths and misconceptions. Even experienced professionals with the best of intentions can spread these myths and misconceptions to their fellow professionals. Organizations depend on good training to enable employees, at all levels, to succeed and deliver real business value. But myths, misconceptions, and just plain misinformation can fail your learners, your organization, and yourself. How do you overcome this? Read Patti's book. Read it cover to cover. Revisit it often. It is an inoculation against the worst training abuses, and a prescriptive remedy for driving your training efforts toward a healthy situation. But don't just read one book. She is writing a series. Read them all. If you are not a trainer, demand, ask, beg, borrow, or bribe your training professionals in your organization to read and apply what she shares. She has done the work of collecting the best and brightest, and her books are now in that pantheon of best and brightest on their own.

Bill Sawyer, Director, Global Learning Services, Seal Software

Most of us don't have time to read dozens of research articles to learn the best strategies. Fortunately, Patti Shank has done the hard work for us, sifting through the research and summarizing the key strategies and tactics in a way that's easy to understand and apply. *Practice and Feedback for Deeper Learning* tackles two critical aspects of learning: Practicing skills and providing feedback to improve learning. This book explains tactics you can use immediately to create memorable, relevant practice activities and to provide feedback that helps learners get more out of those practice activities.

Christy Tucker, CIDD, Syniad Learning

Acknowledgments

A recurrent theme in my work is people who make my work and me better. If you see good work, I have help. (If you see problems, they're likely my own.) I am extremely grateful and they inspire me to look for ways to help others.

Special thanks to Amy Sitze. I truly doubt I'd be doing any of this work without her early coaching.

Thanks to Bill Sawyer and Mirjam Neelen for reviewing the book in advance and helping me make it better. I am very grateful.

This work uses tools that are expensive and hard to obtain. Without my personal superheroes Brent and Jessica, I couldn't do it.

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