



MICROTRAINING SUSTAINABLE LIFESTYLE

The Microtraining method

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1. The Microtraining concept

There is a trend towards short learning formats, offering "learning nuggets" in e.g. five to six minutes. One trigger is the economic constraint for trainings, but the short formats also meets changing habits in media consumption, as evidenced by the popularity of the Internet service YouTube. Microtraining no established term and is used differently by professional trainers.

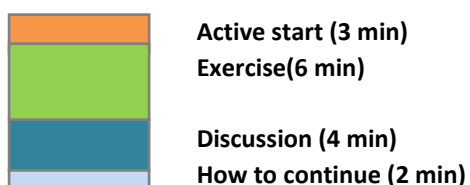
The SUSTAINICUM Microtraining refers to the Microtraining developed in the Leonardo da Vinci program of the European Union. This project aimed to gain practical experiences in the context of sustainability subjects in companies (such as environmental management, energy efficiency or environmental purchasing) and facilitate the use of this learning format. According to the EU project's definition, microtraining is a way of conveying information between people in only 15 – 20 minutes. Microtraining does not replace formal learning but is a time-saving method for sharing knowledge and using the expertise of all participants. It improves communication, connects different knowledge levels, creates clarity about missing expertise and creates involvement. Microtraining can take place anywhere, anytime and with anyone. The Microtrainer can be anybody who wants to share knowledge, improve communication and learn from others.

2. Learning principles of Microtraining

- Support informal learning: short sessions fit into schedules (e.g. before coffee break).
- Focus on the participants: the topics discussed shall be applied immediately in practise.
- Encourages active learning: due to the reflecti-on, correction and recording elements.

3. Microtraining design

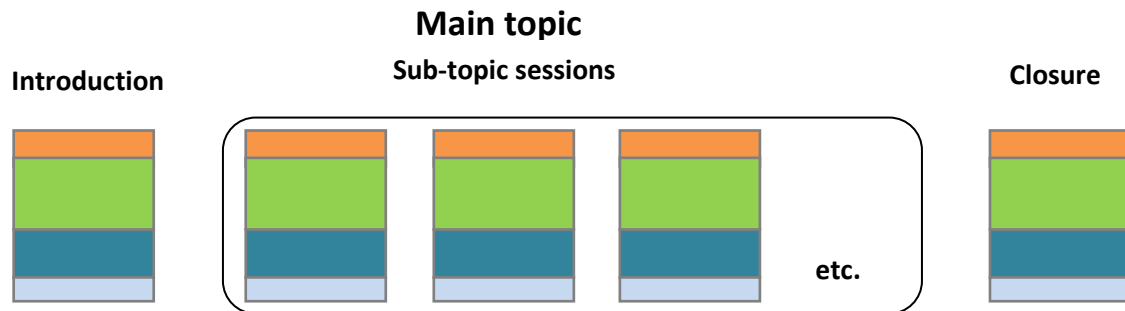
Each microtraining session is structured in the following way:





4. Microtraining cycle

A Microtraining cycle consists of several sessions focusing on sub-topics within the main topic.



See also: <http://www.microtraining.eu/content/microtraining-presentation>

The introduction session is designed to get the discussion started. The main topic may be divided into sub-topics. The closure session connects to the next cycle or transfer to every-day practice.

5. Why Microtraining for Sustainable Lifestyle?

Leading change towards sustainability has to involve the individual and its everyday habits in order to break the deadlock of „I will if you will“. The “sustainable lifestyle microtraining” helps participants realize that they can make changes if they want to. The microtraining approach is chosen because of its reflective, iterative and peer-to-peer learning nature which helps to take action towards a more sustainable lifestyle in a stepwise and guided manner. Due to its time efficient format it is well suited to support other sustainability topics dealt with in the main course or to be the starting point for following the call “be the change you want to see in the world” (Mahatma Gandhi).

6. Suitable methods

Brainstorming, mindmap, interview, role play, or checklists are methods well suited for the exercise and discussion phase of the microtraining-sessions. Reflection and information exchange outside the sessions can be supported by e.g. collective notebook (CNB), wiki, blog, or project journal.

7. References and links

- The Website of the EU-project provides additional information and tools such as a guide for Micro-trainers: <http://www.microtraining.eu/>
- Montserrat et al (2010): Evaluating the Performance of Micro-training Actions for Environmental Learning. ERSCP-EMSU conference, Delft
- de Vries, Brall, (2008): Microtraining as a support mechanism for informal learning. eLearning Papers www.elearningpapers.eu 1 N° 11
- Jochen Robes (2009): Microlearning und Microtraining: Flexible Kurzformate in der Weiterbildung. Handbuch E-Learning 30. Erg.-Lfg. Oktober 2009