



Sequoia Spotlight

Unleash your inner 2 year old!

Learning is most effective when it's fun

This cute little cherub is one of the greatest scientists I know of – but she's not always an angel!

Some days it seems my two-year-old is just out to drive me crazy. E-J bangs on the window with her toy hammer, pours her drink all over the kitchen table and spreads it around with her hands, and has recently perfected jumping from the coffee table onto the sofa.

When I ask her to stop, or tell her "No," she just smiles at me and does it more.

As frustrating as this is, there is nothing malicious about her actions (well I don't think there is), it's just that her job as a 2 year old is to test and find limits. And she can be quite persistent, testing again and again just to make sure that what she discovered yesterday is still true today.

We have forgotten how to learn this way

This is actually good, systematic and solid scientific research on E-J's part and each experiment forms a crucial part of her learning. However she is not unique or special, all 2 year olds do this – you and I did, but unfortunately we seem to have forgotten how to learn this way.

"If I do this, what happens?"

At Sequoia, we start all of our training courses by encouraging the delegates to behave like 2 year olds, providing a safe environment for them to take risks and try things out.

For many years we created Excel demos for guiding delegates through demonstrations of the drivers and consequences of trade-offs or different processes – but this guided approach would still leave many missing the point.

True empirical learning

First Silverlight and now HTML5 technology have finally given us the ability to create powerful demonstrations that allows delegates to play with all variables in whatever way they wish - letting them be self-guided through each concept, building up a true understanding in a way which they will remember - true empirical learning.

"Ahha!"

These HTML5 demonstrations are powerful tools that can greatly inform the understanding of key concepts, create high levels of engagement and consequently are more effective at embedding knowledge. Delegates also have on-line access to the demonstrations after the course, allowing them to revisit their learnings and re-test their understanding.

Online tools provide lasting support

Through her testing, E-J will eventually find out that she can't bang on the window with the plastic hammer, one of her building blocks or her drinking cup - but that she can knock on the window gently with her hand to get the bird's attention on the other



side - and that she can then spray the window with cleaning fluid and rub away her finger marks with a soft cloth!