

Why do ‘proven’ interactive methods sometimes fail in Central & Eastern Europe: an insider’s perspective

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EUROPE



humans
the human side of success

sLOVEnia

An average Slovenian...



... learns to be “priden/pridna*” ...



*Closest to ‘obedient’

... goes to school...



... to be told...



"Lessons learned" about learning

Learning = hard work + suffering

Don't ever challenge authority

Don't disrupt order & discipline

Pupils & teachers = 'us' & 'them'

AND...

***..When the cat is away
the mice will play!***

When our hero comes to a training...



Challenges for the trainer



- ✓ How to establish trust
- ✓ How to strike balance between educating & interacting
- ✓ How to win participation of all

How to establish trust



Situation: audience critical in advance

- ✓ Humble attitude + credentials
- ✓ Authenticity
- ➔ Arrogance = OUT

How to strike balance between educating & interacting

Situation: people expect to be told answers to their problems

- ✓ Presenting is OK to some point
- ✓ Be careful which interactive methods you choose - they must be relevant
- ✓ Long introduction and debriefing

IMPORTANT: Give them a lot, intellectually & experientially



Thank you!



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