

# Mistakes Made and Lessons Learned: Overcoming Obstacles to Successful Program Planning

New Directions for Adult and  
Continuing Education, Number 49

Thomas J. Sork

# Mistakes Made And Lessons Learned Overcoming Obstacles To Successful Program Planning

**Rosemary S. Caffarella**



## **Mistakes Made And Lessons Learned Overcoming Obstacles To Successful Program Planning:**

Mistakes Made and Lessons Learned ,1991      **Mistakes Made and Lessons Learned** Thomas J. Sork,1991 Planning education and training programs for adults is a complex decision making process When we set out to plan an educational event we usually do so with the intention of changing human capability in some desirable way Yet many factors can prevent us from achieving our objective This volume of *New Directions for Adult and Continuing Education* focuses on understanding the most common planning and program mistakes that we make in the design and delivery of educational programs for adults and the lessons that can be learned from those mistakes This is the 49th issue of *New Directions for Adult and Continuing Education* For more information on this series please see the Journals and Periodicals page      **Handbook of Adult and Continuing Education** Arthur L. Wilson, Elisabeth Hayes, 2009-04-27 Sponsored by the American Association of Adult Continuing Education This monumental work is a testimony to the science of adult education and the skills of Wilson and Hayes It is a veritable feast for nourishing our understanding of the current field of adult education The editors and their well chosen colleagues consistently question how we know and upon what grounds we act They invite us to consider not only how we can design effective adult education but also why we practice in a particular socio economic context Jane Vella author of *Taking Learning to Task* and *Learning to Listen* *Learning to Teach* This new handbook captures the exciting intellectual and professional development of our field in the last decade It is an indispensable resource for faculty students and professionals Jack Mezirow emeritus professor Adult and Continuing Education Teachers College Columbia University For nearly seventy years the handbooks of adult and continuing education have been definitive references on the best practices programs and institutions in the field In this new edition over sixty leading authorities share their diverse perspectives in a single volume exploring a wealth of topics including learning from experience adult learning for self development race and culture in adult learning technology and distance learning learning in the workplace adult education for community action and development and much more Much more than a catalogue of theory and historical facts this handbook strongly reflects the values of adult educators and instructors who are dedicated to promoting social and educational opportunity for learners and to sustaining fair and ethical practices      *Monitoring and Evaluation Training* Scott G. Chaplowe, J. Bradley Cousins, 2015-10-15 *Monitoring and Evaluation Training* fills a gap in the literature by providing readers with a systematic approach to monitoring and evaluation M E training for programs and projects Bridging theoretical concepts with practical how to knowledge authors Scott Chaplowe and J Bradley Cousins draw upon the scholarly literature applied resources and over 50 years of combined experience to provide expert guidance for M E training that can be tailored to different training needs and contexts from training for professionals or non professionals to organization staff community members and other groups with a desire to learn and sustain sound M E practices      *EJKM Volume 9 Issue 2* ,      Mistakes Made and Lessons Learned: Overcoming Obstacles to Successful Program Planning Thomas J. Sork, 1991-03-29 Planning education and training programs

for adults is a complex decision making process. When we set out to plan an educational event we usually do so with the intention of changing human capability in some desirable way. Yet many factors can prevent us from achieving our objective. This volume of *New Directions for Adult and Continuing Education* focuses on understanding the most common planning and program mistakes that we make in the design and delivery of educational programs for adults and the lessons that can be learned from those mistakes. This is the 49th issue of the Jossey Bass quarterly report series *New Directions for Adult and Continuing Education*.

**Planning Programs for Adult Learners** Rosemary S. Caffarella, 1994-10-06 Guide to planning educational programmes for adults training and staff development programmes. Partial contents: preparing for the transfer of learning, determining formats, schedules and staff needs, designing instructional plans, coordinating facilities and on site events.

**Power and Possibility** Fergal Finnegan, Bernie Grummell, 2019-11-26 Power has been a defining and constitutive theme of adult education scholarship for over a century and is a central concern of many of the most famous and influential thinkers in the field. Adult education has been particularly interested in how an analysis of power can be used to support transformative learning and democratic participation. In a fragile and interdependent world these questions are more important than ever. The aim of this collection is to offer an analysis of power and possibility in adult education which acknowledges, analyzes and responds to the complexity and diversity that characterizes contemporary education and society.

**Power and Possibility: Adult Education in a Diverse and Complex World** explores the topic of power and possibility theoretically, historically and practically through a range of perspectives and in relation to varied areas of interest within contemporary adult education. It is concerned with addressing how power works in and through adult education today by exploring what has changed in recent years and what is shaping and driving policy. Alongside this the book explores ways of theorizing learning, power and transformation that builds and extends adult education philosophy. In particular it takes up the themes of diversity and solidarity and explores barriers and possibilities for change in relation to these themes.

*Higher Education Abstracts: Fall 1991, Volume 27, Number 1*, 1991

**Planning for Effective Faculty Development** Patricia A. Lawler, Kathleen P. King, 2000 Views faculty as adult learners and faculty development programs and initiatives as adult education. Introduces concepts of adult learning and program development in adult education and sets forth a useful model with strategies for success involving specific tasks of preplanning, planning, delivery and follow up phases of creating a program for faculty development. Fundamental principles and their use are illustrated in an understandable framework. Useful for administrators and teachers responsible for faculty development. Author information is not given. Annotation copyrighted by Book News Inc. Portland, OR.

**Working the Planning Table** Ronald M. Cervero, Arthur L. Wilson, 2006 In *Working the Planning Table* Ronald M. Cervero and Arthur L. Wilson offer a theory that accounts for planners' lived experience and provides a guide for developing effective educational programs for adults. The book presents three planning case studies that illustrate how power, interests, ethical commitment and negotiation are central to planners' everyday work. These stories

offer guidance on how to respond to the realities of practice and clearly point out that the technical work of planning is always political Working the Planning Table reveals how people work to negotiate educational and political outcomes for multiple stakeholders Cervero and Wilson introduced their groundbreaking framework in their 1994 book Planning Responsibly for Adult Education Their theory provided a new understanding of the everyday realities faced in planning educational programs for adults Since that time they have further developed this effective approach to educational planning Working the Planning Table reflects their most recent research and offers a practical user friendly guide for planners of adult education programs Working the Planning Table is an essential resource for all educational planners In addressing the perennial topics of planning Cervero and Wilson show how assessing needs developing objectives designing instruction and administering and evaluating programs always require planners ethical commitment and astute political negotiation of interests in social and organizational contexts

**Rethinking Leadership in Adult and Continuing Education** Paul J. Edelson, 1992 Expert insight on all facets of adult education Rethinking Leadership in Adult and Continuing Education New Directions for Adult and Continuing Education Number 56 presents the latest issues and solutions from the leading minds in the field Exploring a broad range of topics across all facets of teaching and learning this self contained issue is part of a quarterly journal dedicated to maximizing the effectiveness of adult education The discussions here are especially timely given the continually rising numbers of adults seeking further education Applicable to traditional college classes corporate training continuing education recertification and all other settings this book provides new insight for anyone in the field

*Proceedings of the Midwest Research-to-Practice Conference*, 1994

**Overcoming Resistance to Self-direction in Adult Learning** Roger Hiemstra, Ralph Grover Brockett, 1994

**Current Perspectives on Administration of Adult Education Programs** Patricia Mulcrone, 1993

**Planning Responsibly for Adult Education** Ronald M. Cervero, Arthur L. Wilson, 1994-03-11 People politics and variable funding all contribute to the complexity of the program planning process for continuing education In this book Cervero and Wilson articulate a theory of program planning as a social rather than scientific process In so doing they open up dialogue in an area where debate is badly needed Must reading for practitioners and professors of adult and continuing education Von Pittman associate dean Division of Continuing Education University of Iowa

[A Community-Based Approach to Literacy Programs: Taking Learners' Lives Into Account](#) Peggy A. Sissel, 1996-11-08 New areas of interest and scholarship are emerging in relation to the needs concerns and contexts of adult learners in literacy programs A learner's gender ethnicity and cultural and educational background in conjunction with the learning setting all affect the Adult Basic Education experience Understanding these aspects of learners lives is critical to meeting their learning needs Encouraging a community based approach that takes account of the reality of learner's lives this volume offers suggestions for incorporating knowledge about a learner's particular context culture and community into adult literacy programming The purpose is to encourage reflection and discussion among practitioners program developers

and policy makers as they work toward meeting the needs of their own communities of various kinds This is the 70th issue in the journal series New Directions for Adult and Continuing Education For more information on the series please see the Journals and Periodicals page

Women's Career Development Across the Lifespan Laura L. Bierema, 1998 Women make up almost half of the U S workforce yet lag behind men in pay status promotion and career opportunities This volume of New Directions for Adult and Continuing Education identifies the social and economic tensions that characterize women s career development and offers a range of responses that women adult educators HRD professionals and organizations can employ to meet the challenges The authors recommend strategies for easing the work and family conflict including how to make part time employment a viable career development option They also evaluate the role of human resource development in promoting the career progress of women assessing approaches such as mentoring and training programs

Handbook of Young Adult Religious Education Harley Atkinson, 1995 Handbook of Young Adult Religious Education is an all inclusive and thorough volume It deliberately integrates research theory and practice so that religious educators of young adults can be optimally successful

**Experiential Learning: A New Approach** Lewis Jackson, 1994-10-27 This volume of New Directions for Adult and Continuing Education presents discussions of a new comprehensive model of experiential learning for instructors of adults in formal educational programs Two major messages are conveyed through these discussions The first is that linking the conceptual foundations of adult and experiential learning to actual instructional applications is key to effective practice the second message is that paying attention to the assessment component of experiential learning is as important as the process of making choices about which methods and techniques should be selected to encourage learners to use and reflect on their own experiences This is the 62nd issue in the journal series New Directions for Adult and Continuing Education For more information on the series please see the Journals and Periodicals page

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