

- I . Why Faculty Development Matters
 - A. Medical Education Environment
 - B. Leadership

- II . Overview of how adults learn
 - A. Principles and Key Concepts
 - 1. Key Principles and Concepts
 - 2. Research Findings
 - 3. Learning Styles
 - 4. Technology
 - B. Adults as Learners
 - C. Learning from Experience

- III . Changing Minds, Changing Practice
 - A. Mental Models: The Drivers of Performance
 - 1. What is a Mental Model?
 - 2. Tacit vs. Explicit Knowledge
 - B. What it takes to change a mental model

- IV . Key Concept: Experience promotes learning
 - A. Why Experience Promotes Learning
 - B. K2P: Strategies to Leverage Learners' Experience
 - 1. Cases, Learner Involvement
 - 2. Deliberate Practice
 - 3. Take Home Tools & Templates

- V . Key Concept: Reflection promotes learning
 - A. Why Reflection Promotes Learning
 - B. Feedback to Support Reflection and Learning
 - C. Strategies to Promote Reflection
 - 1. Analogies & Storytelling
 - 2. Case Comparisons
 - D. Take Home Tools & Templates

- VI . Educational Design Best Practices
 - A. The Value of Learning Objectives
 - B. Crafting Meaningful Learning Objectives
 - 1. Crafting your own learning objectives
 - a) *Tools*
 - C. Don't Overload Your Learners: Cognitive Load Theory
 - 1. Cognitive Load
 - 2. Visual Maps
 - 3. Tool to make your own
 - 4. Create your own
 - D. Technology
 - E. K2P: Educational Design Tools

- VII . Presentation best practices
 - A. Structure presentation
 - B. Use visual maps and simple graphics
 - C. Tools
 - D. Template for use later

- VIII . Assessing Learning Outcomes
 - A. Solving Genuine Problems: Assessing Learning Needs
 - B. Start with the End in Mind: Linking Assessments to Outcomes

- IX . Learning from and Educating Across Generations
 - A. What We Know About Generational Differences
 - B. Applying Adult Learning Principles with Millennials
 - 1. Technology

- X . Becoming an Expert Learner
 - A. The Value of Metacognitive Skills in Learning and in Practice
 - B. The Reflective Practitioner
 - C. Situational Awareness
 - D. Emancipatory Education