

## TRAINING GYM

### In brief

Practice and learn with the metaphor of sport. The training gym is an innovative type of classroom where at least 80% of the time is dedicated to experience and training of critical skills. The other 20% is dedicated to operational instructions and comments about performance. The training gym uses the sporting metaphor to accompany learning itineraries, overturning the logic of a traditional classroom.

### What is it?

The training gym is a method which uses the sporting metaphor to accompany learning itineraries. The logic of a traditional classroom is overturned in the gym: 80% of the time is dedicated to experience and training of critical skills. The other 20% is dedicated to operational instructions and comments about performance. Using active methods doesn't mean that doing prevails over thinking. On the contrary, active methods such as simulations and simulators, role playing, didactic games and project work help people think better and thus do better.

In this way a training plan can be developed, of a consultancy type, with individual and group project work aimed at proposing practical projects, ideas for improvement, true laboratories of continuous innovation, thus creating new visibility and interest for training.

The training gym is particularly effective if it is accompanied by the metaphor of a specific sport. For example, for writing an archery metaphor could be used (referring to concepts of precision, targets, paying attention to the wind, fluidity, tools, preparation, correct emotional state, etc).

### What is it for?

- practising a model where the traditional classroom transforms into an operational and collaborative learning gym and integrates with the new, online learning models
- creating a positive image for training, which is less theoretical and closer to the problems of daily life
- promoting pleasantness and enjoyment while learning, so as to activate "word of mouth" which attracts increasing attention to training