



# The 4Cs: Four Easy Steps for Designing and Delivering Great Training

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## C1 Connections

Learners make connections with what they already know about the topic, with what they want to learn, and with each other. **Activities:** Quick Start, fast Pass, Pair-Share, Standing Survey, Dot-Voting, Top Take-Aways.

Learners revisit content in multiple ways.

Learners are actively engaged in every step.

## C2 Concepts

Learners take in information in multi-sensory ways. **Activities:** Pair-Share, Think-and-Write, Stand-Stretch-Speak, writing and drawing on graphic organizers, wall-chart writing.

## C3 Concrete Practice

Learners practice a skill or repeat a procedure being learned. Or they all participate in an active review of content. **Activities:** Teach-Backs, group games, group demonstrations, small group discussions.

## C4 Conclusions

Learners summarize what they've learned, evaluate it, make action plans to use it, and celebrate the learning. **Activities:** The Walkabout, Ball Toss, Celebration Circle, Tickets-Out, written/verbal action plans.

From: "Training from the BACK of the Room" by Sharon Bowman

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