

TRAINING vs. LEARNING PARADIGMS

TRAINING

Teacher focused
Goal is training
Teacher's role is expert
Learner's role is passive
Individual
Program driven
Standardized
Linear, sequential
Periodic, as needed
Long term-semester
Classroom located
Memorize information
Feedback- test retention

LEARNING

Learner focused
Goal is to produce learning
Teacher is coach, facilitator
Learner's role is active
Team/Community/Collaborative
Process driven
Customized
Experiential, relationship based
Continuous, life long
Short term-retreat, seminar
Learning environment
Critical thinking, problem solving
Feedback- test application

MAJOR CHURCH SHIFTS

FROM

TO

DECISION

DISCIPLE

GROWING CHURCH

GROWING PEOPLE

PERSONAL GROWTH

REPRODUCTION

CHRISTIAN EDUCATION

TRAINING

Goal is knowledge transfer

Focus on Bible knowledge

Content/doctrine/beliefs

Church based

Sunday only

House curriculum only

LEARNING

Goal is obedience/behavior

Focus on life skills/application

Felt needs/ministry/maturity

Home/Community based

Seven days a week

Best available/House plus other