

Making tutors

less **visible**

**Employing combined delivery methods
to improve students' learning outcomes**

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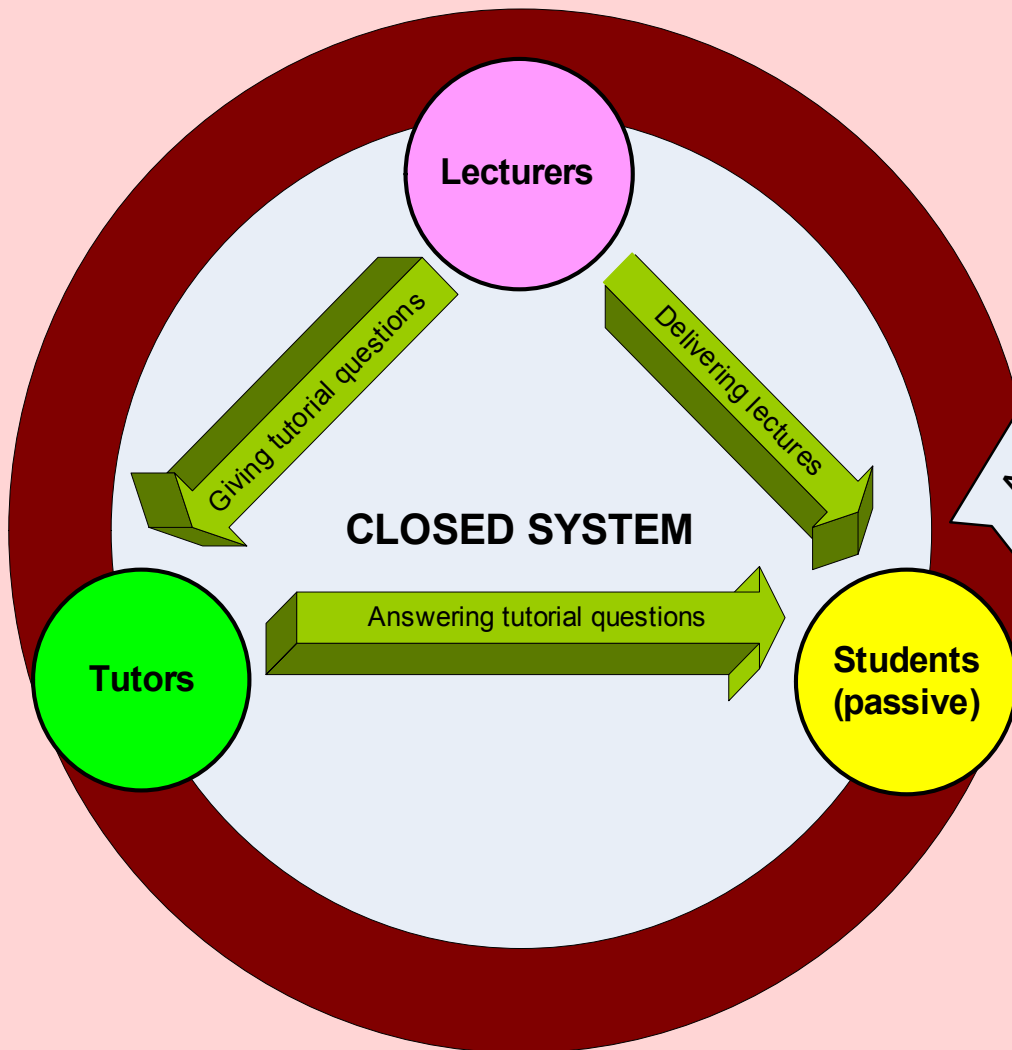
PRESENTATION OUTLINE

- Why tutorials?
- Traditional model of teaching
- What does the market need?
- Open-system model of teaching
- Constraints to effective tutorials
- Students' expectations
- Combined delivery methods to improve student learning outcomes
- Conclusion

WHY TUTORIALS?

- Clarifying lecture notes
- Lack of individual attention during big-class lectures
- Additional readings
- Specific topic discussion
- Concrete examples/ exercises to augment the lectures

TRADITIONAL LEARNING - A CLOSE SYSTEM



Labour
markets

Actual competencies

No feedback from
labour markets

Passive tutor

Passive students

One-way knowledge
transfer

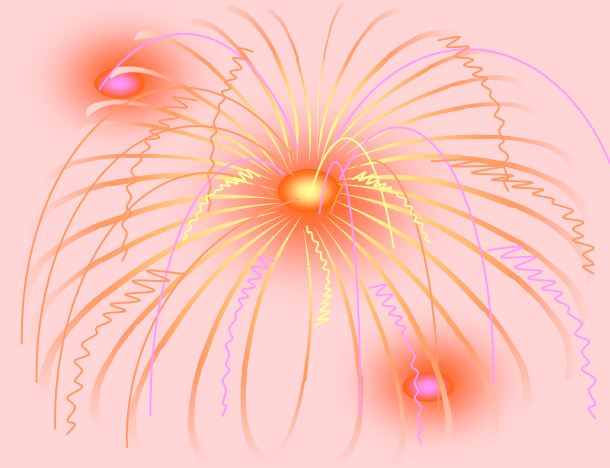
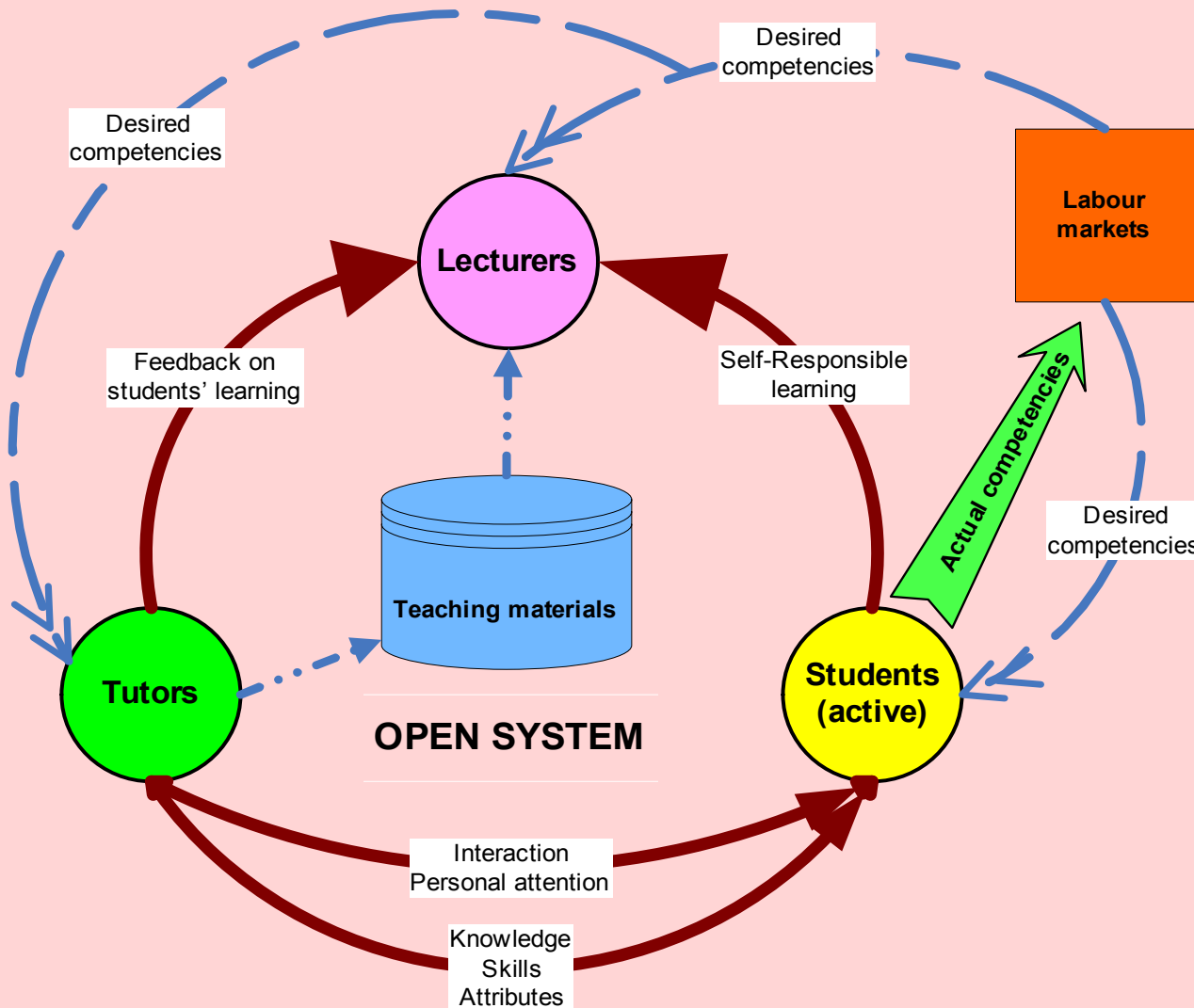
No skills/ attributes
developed

WHAT DOES THE MARKET NEED?

Key competencies:

- Management
 - Analytical
 - Interpersonal
 - Motivational
 - Personal attributes
(Vic Careers,2006)
 - Strategic thinking
 - Technology expertise
 - Communication skills
- (Robert Half International, 2001, survey of 1,400 CFO world-wide)

ACTIVE LEARNING



Regular feedback from labour markets

Pro-active tutor

Engaging tutorials

Responsible students

Multiple-way knowledge transfer

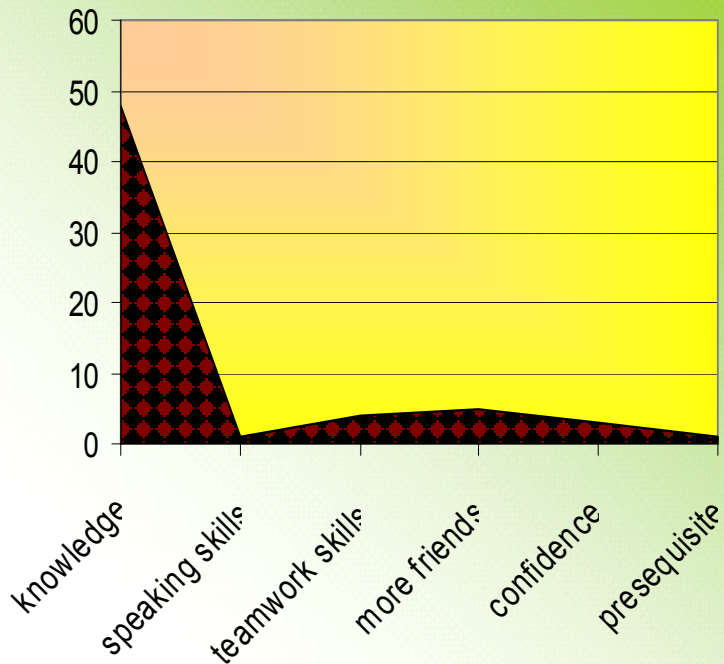
Development of core skills/ attributes

CONSTRAINTS TO EFFECTIVE TUTORIALS

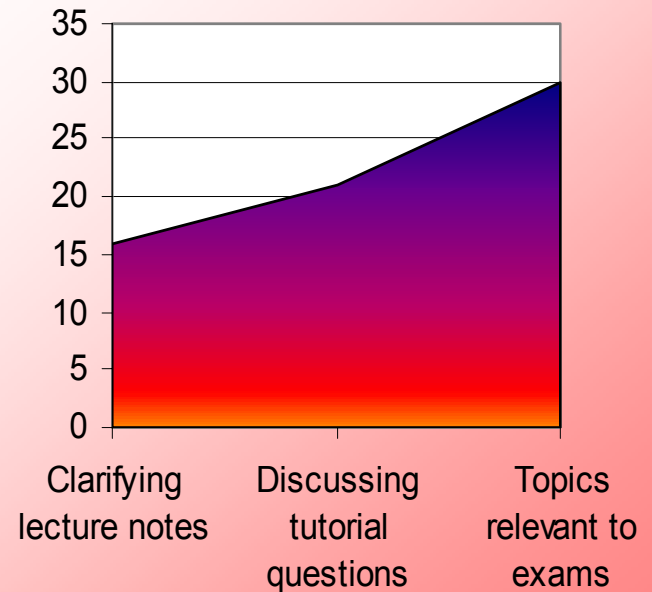
- Lack of resources?
- Lack of tutors' discretion
- Student attitudes
- Student expectations
- Time constraint

STUDENTS' EXPECTATIONS

Expectations about tutorial outcomes



Expectations about tutorial content



COMBINED DELIVERY METHODS

GROUP DISCUSSION

- Place students into groups
- Ask students to choose a group leader
- Assign specific questions to each group for discussion
- Allow 5-10 minutes discussion depending on time availability

CRITICAL THINKING AND PRESENTATION SKILLS

- 5 minutes for group presentation (both formal and informal)
- Questions by other groups
- Summary and extension by the tutor
- Introduced inter-group competition
- Regularly changing of group membership and group leader
- Compliments are important!!

IMPROVING STUDENTS' ATTITUDE TO LEARNING

Making expectations clear:

- Career prospects relating to the major
- Competencies required for employment
- Need for self-responsibility in university study

For weak students:

- Be gentle
- Give a lot of encouragement
- Don't over-challenge them
- Approach them individually for support

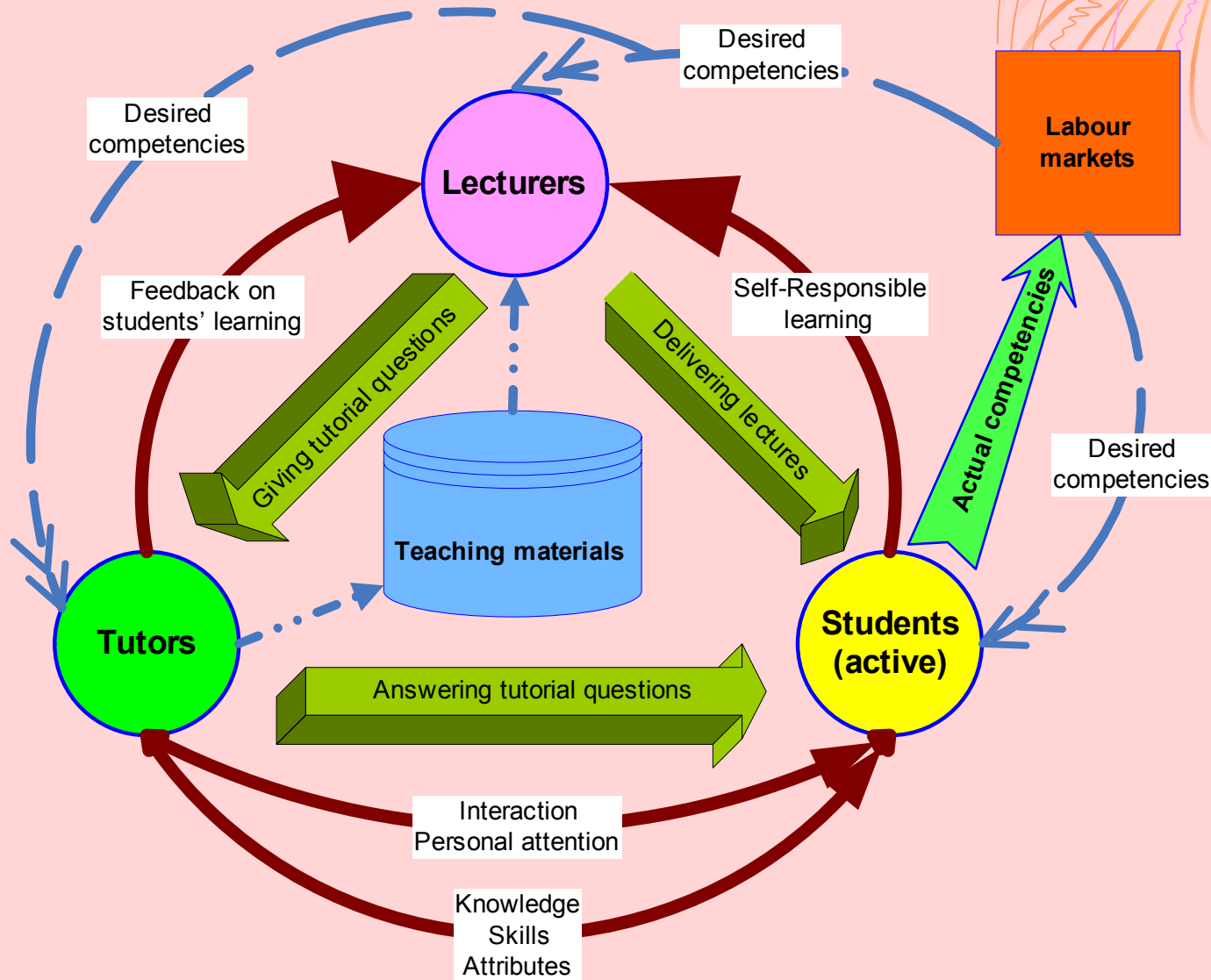
IMPROVING UNDERSTANDING AND HOLISTIC THINKING

- Mind-maps
- References/ connections to other topics/papers
- Everyday-life examples (as funny as possible)
- Simulation of business cases
- Your own experience of studying the paper

USEFUL TIPS

- Allow ample time for preparation
- Put yourself in the position of the students
- Be creative in teaching (they are *your* students!)
- Use body language effectively
- Feedback to the lecturer of the "*knowledge gaps*" to be filled in the subsequent lectures

INTERACTIVE TEACHING AND LEARNING MODEL



CONCLUSION

Employing combined delivery approaches help develop:

- ❖ Critical thinking
- ❖ Leadership and teamwork
- ❖ Presentation skills

.... working more effectively within the resources constraints...

THANK YOU FOR LISTENING