

4A Model – a learning sequence

The 4A model is a helpful tool for planning conference breakout sessions, workshops, plenaries, keynote addresses, panels or even the entire event! By using this four-part sequence, learning is maximized and the focus on learners and what they need is maintained. Start your event with an **Anchor**, end it with an **Away**, **Add** new content in a variety of settings, and then invite engagement with the content using creative ideas to **Apply**. This model will help ensure a learning-centered conference or other large group gathering.

The 4-A Learning Sequence

One effective sequence of a learning task is to use this sequence



ANCHOR—a task that has the learner access their own prior knowledge or experience with the topic/content/or similar experience (i.e., “Describe your best learning experience of...”)



ADD—a task that has the learner hear/ see/ experience a substantive new piece of content: information, research, theory, skill (i.e., this can be with PowerPoint, film clip, demonstration, etc.)



APPLY—a task that has the learner do something (there and then) with the new content (i.e., practice, application, case studies, compare, etc.)



AWAY—a task that connects the new learning back to the life of the learner and its future use (i.e., a personal action plan, commitment, projection into future, etc.)

- *How can you support your workshop presenter to use this 4-part sequence?*
- *Who else needs to know about this model?*
- *How can your planning team use this model in its planning work?*