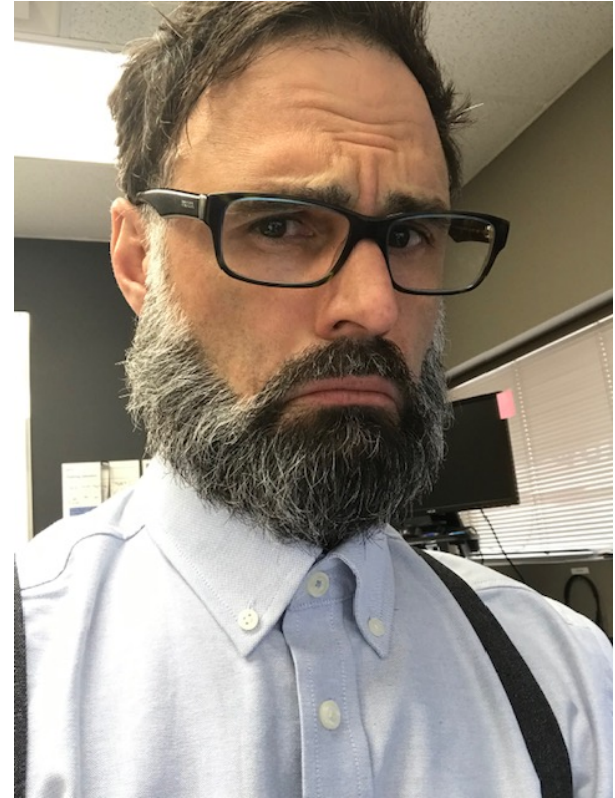


# Behaviour-based Food Safety Training



<https://www.youtube.com/watch?v=IGQmdoKZfY>



Simplicity is the ultimate  
sophistication.

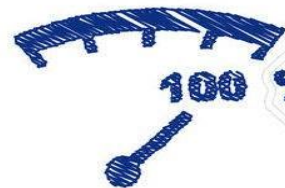
~ Leonardo da Vinci

Q123RF



LEARNING

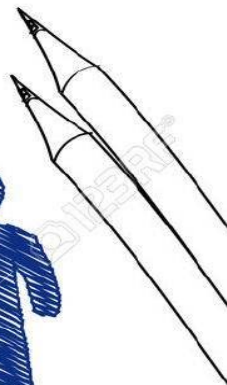
INFORMATION SKILL



100 %

PERFORMANCE

# EMPLOYEE TRAINING



TEAM



EDUCATION

KNOWLEDGE

MOTIVATION QUALIFICATION





**“I hear and I forget  
I see and I remember  
I do and I  
understand”**

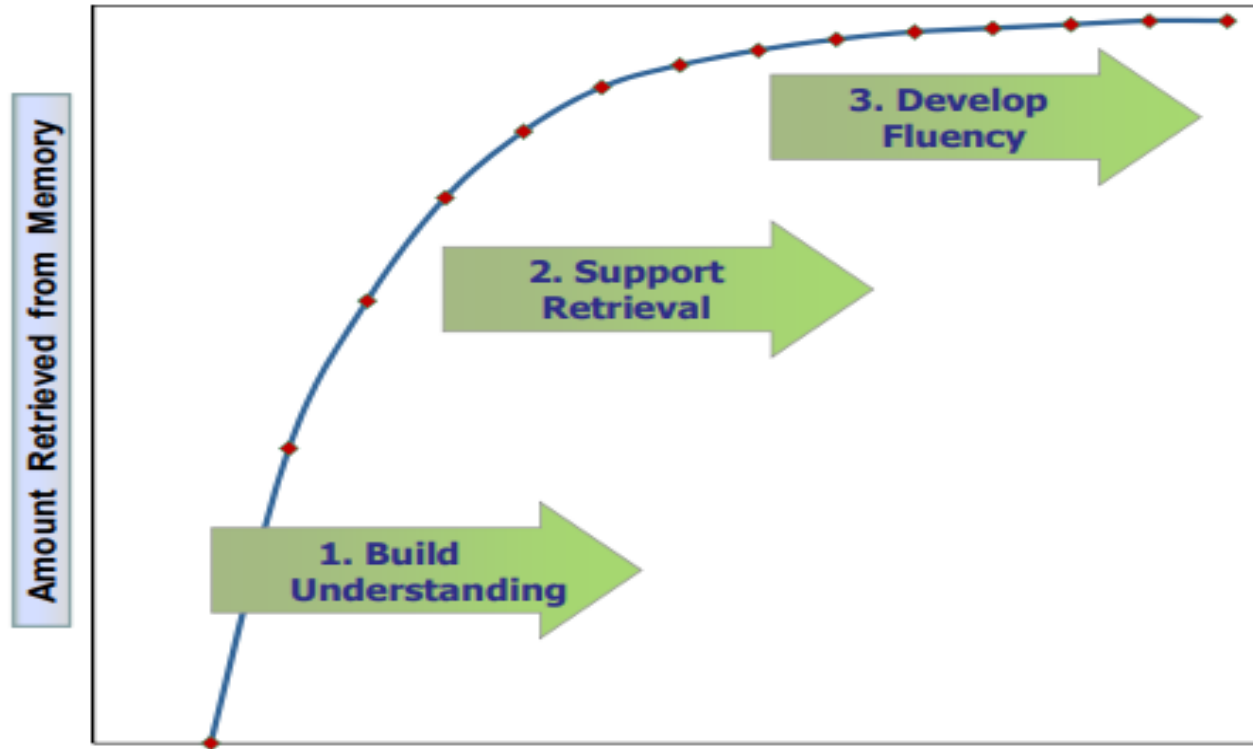
# Behavior-based Training



**Bah.**  
**Humans are complex period**  
**That's why dogs rule.**





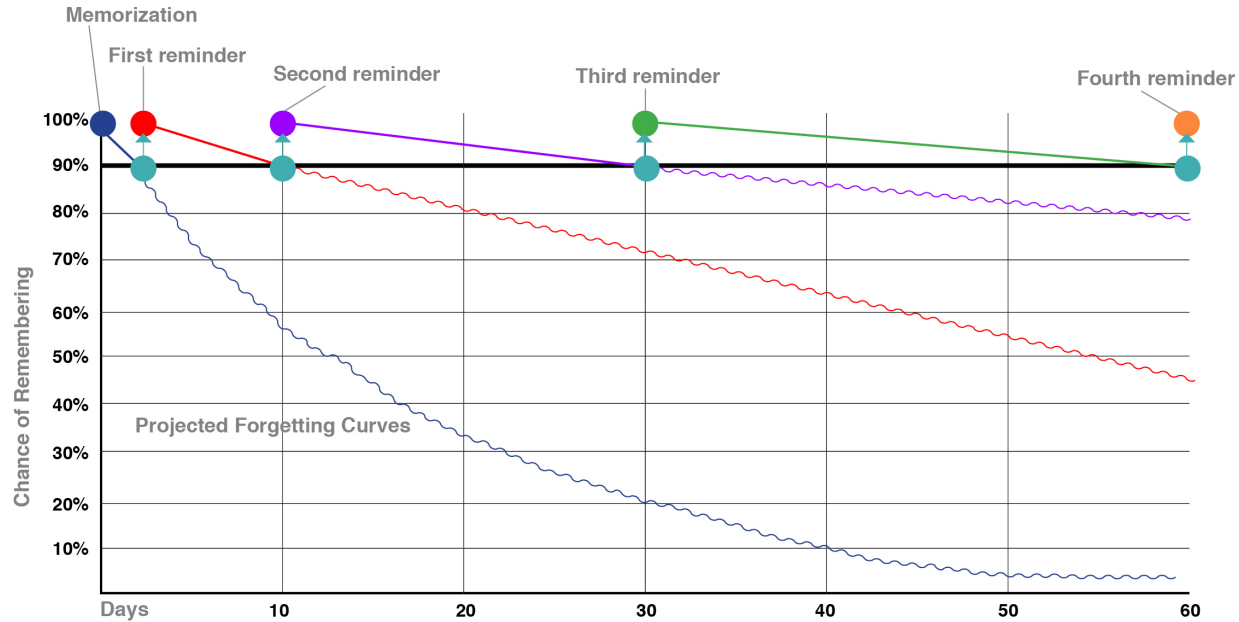


Thalheimer, W. (2008, May). Providing Learners with Feedback—Part 1: Research-based recommendations for training, education, and e-learning. Retrieved November 31, 2008, from <http://www.work-learning.com/catalog/>

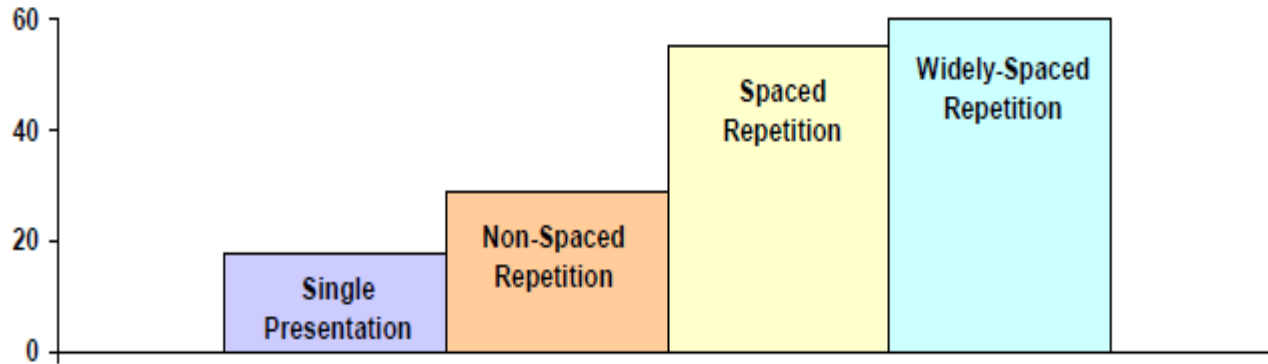


*“The spacing effect is one of the oldest and best documented phenomena in the history of learning and memory research.”*

# Spacing Effect



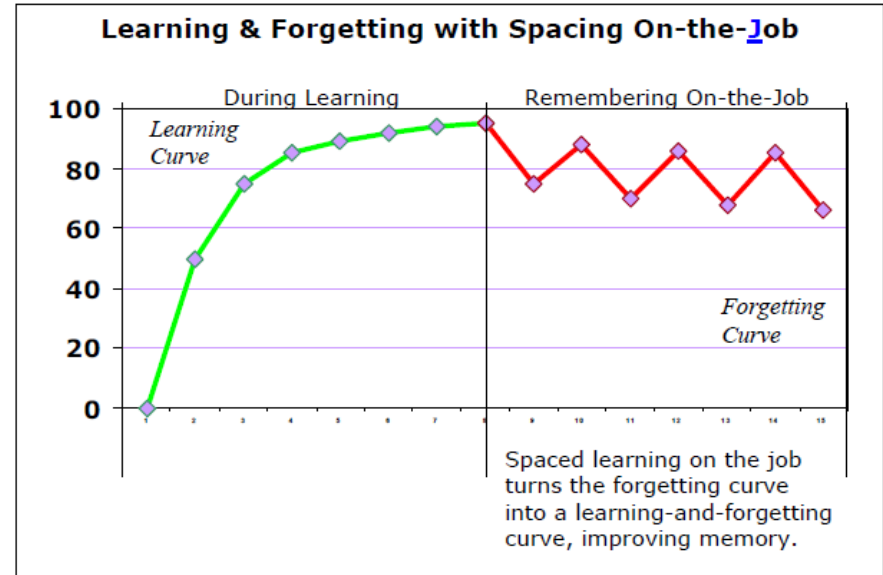
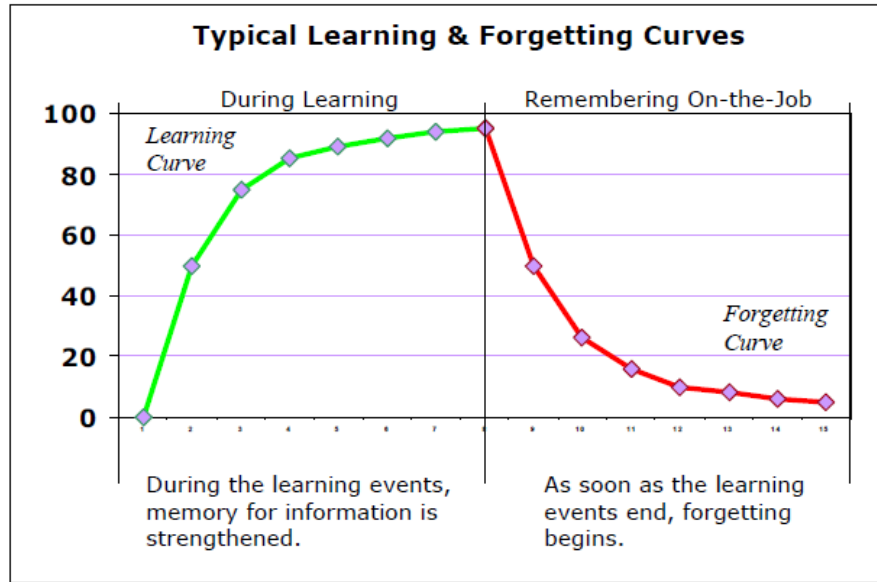
Thalheimer, W. (2008, May). *Providing Learners with Feedback—Part I: Research-based recommendations for training, education, and e-learning*. Retrieved November 31, 2008, from <http://www.work-learning.com/catalog/>



Dellarosa & Bourne (1985, Experiment 1)

Thalheimer, W. (2006, February). *Spacing Learning Events Over Time: What the Research Says*. Retrieved November 31, 2006, from <http://www.work-learning.com/catalog/>

# Spacing- On the job learning

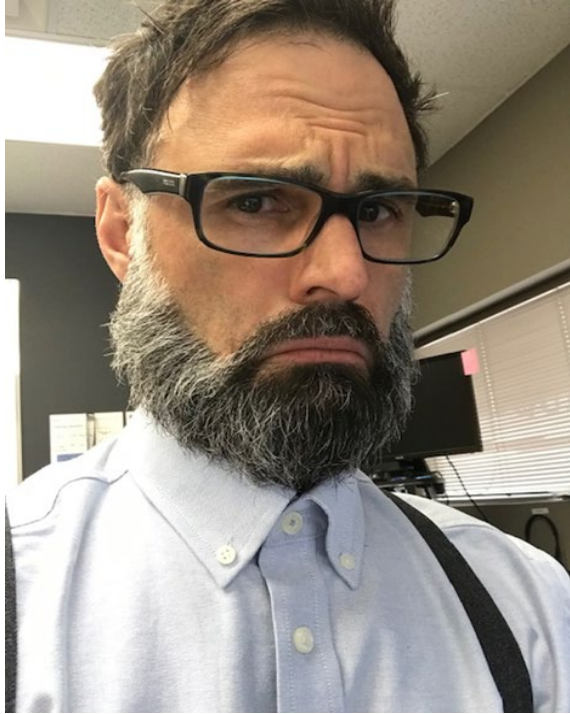




# Question

An instructional designer wants to develop a course for food safety managers. Fifteen hours of class are required. Which schedule of learning will produce the most highly-skilled presenters

- A. One week, eight hours on Monday, seven hours on Friday.
- B. One week, Monday through Friday, three hours each day.
- C. Two weeks, Monday through Friday, one and a half hours each day.
- D. All the designs above will be equally effective.
- E. Choices B and C will produce similar results.



# Question

A food safety course is offered on-line.

Lessons are designed to follow up on previous lessons.

There are 8 lessons in total.

When six months have passed after successful completion of the course, which of the learners will remember the most?



A. Those who completed the course in two weeks.

B. Those who worked on the course every Monday night for eight weeks.

C. Those who worked on the course every other week or so, when they got a chance, completing the course in four months.

D. All of the above will produce equal results.

# E-learning fundamentals



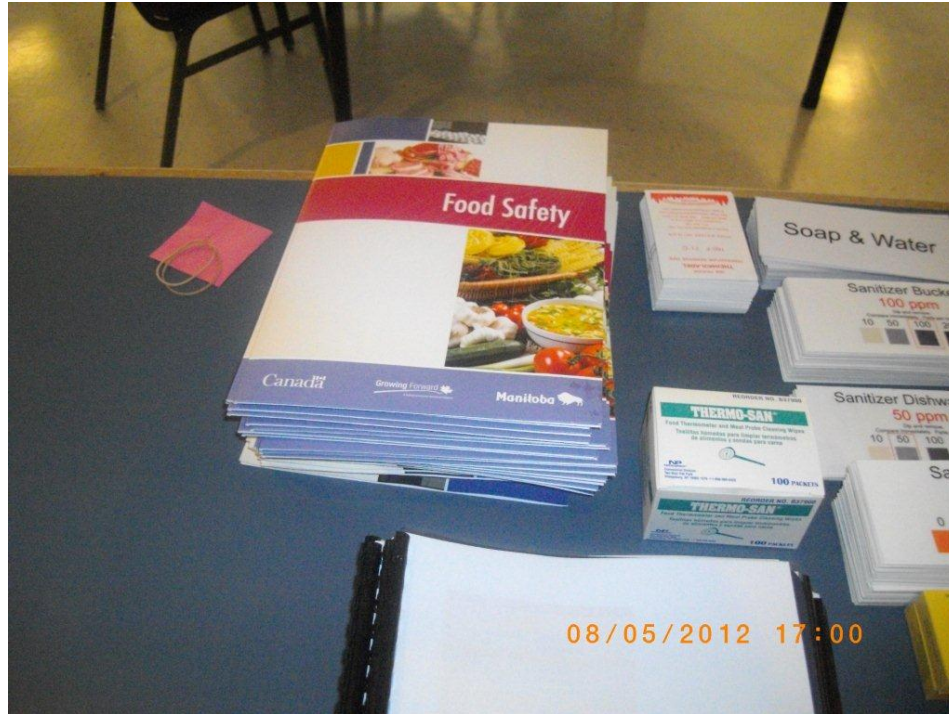
# Power of Storytelling



# Conclusion







### Sanitizer Dishwashing

50 ppm

Dip and remove  
Compare immediately Parts per million

10 50 100 200



### Sanitizer Bucket

200 ppm

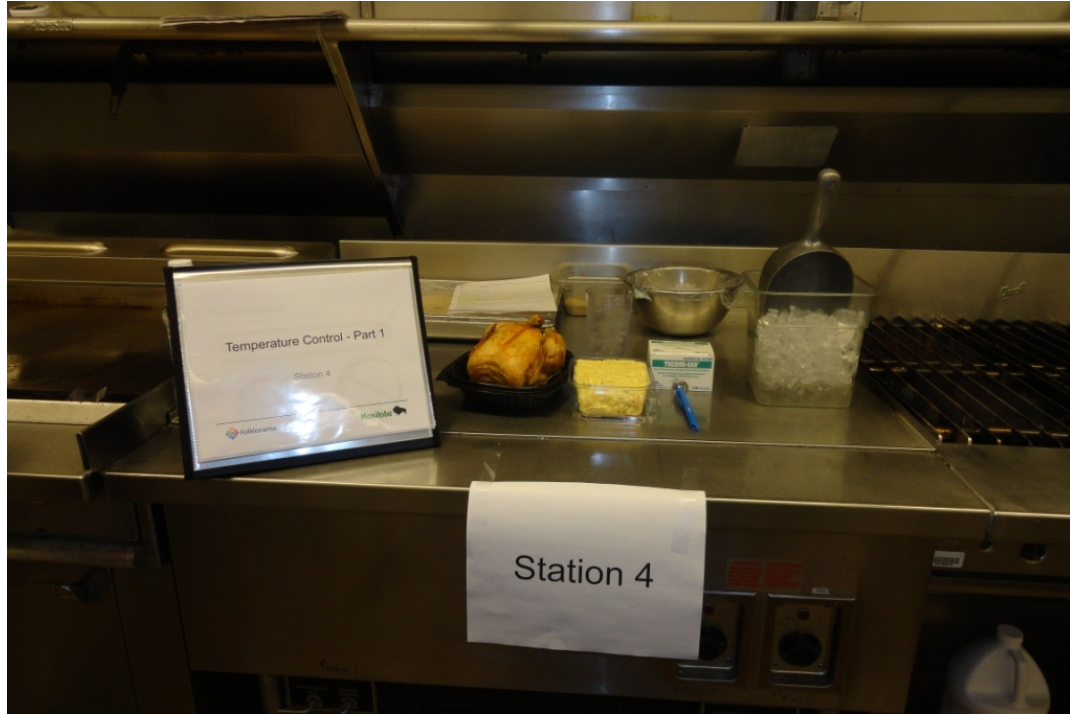
Dip and remove  
Compare immediately Parts per million

0 150 200 400 500



08/05/2012 17:00















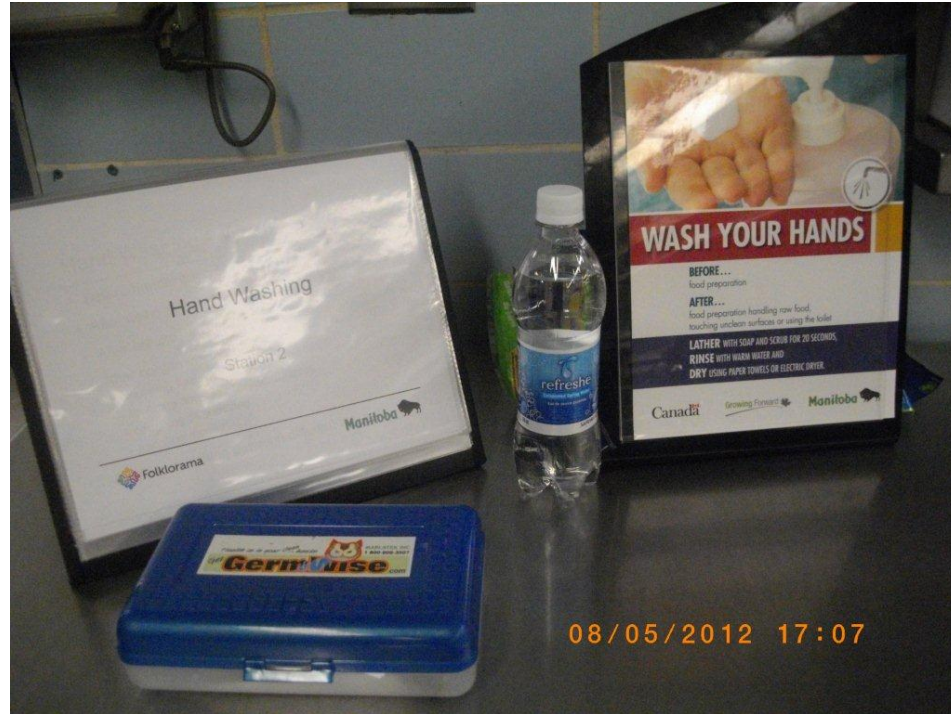






















# Survey from participants

- *“By moving around I retained information by thinking back visually to what happened in that corner...”*



# Principle of consistency and commitment



# Principle of Social Norm



# Handwashing Compliance

- How can we use this Principle “social norm” to increase handwashing compliance?



Rob Mancini

[robert.mancini@roquette.com](mailto:robert.mancini@roquette.com)

**204.298.7879**