

Welcome to:

ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO





Have you ever been in a session that made you feel like this?

What do you think might have contributed to that experience?

Facilitating With EASE

- A High-Impact Approach to Coaching Education ROI

LESSON CONTENT

- The four phases of the learning cycle
- EASE
- Lecture Alternatives
- Question Types
- Debriefing Models

Teach Me



OUTCOMES

- Define the learning cycle
- Identify the four phases of the learning cycle
- Describe the component of EASE
- List activity ideas to accelerate learning
- Formulate questions that prompt discussion
- Debrief Activities to bring out learning



**WHAT MAKES
THIS SESSION
IMPORTANT
FOR YOU?**

UNDERSTANDING THE LEARNING CYCLE

EASE

OCTOBER 2025

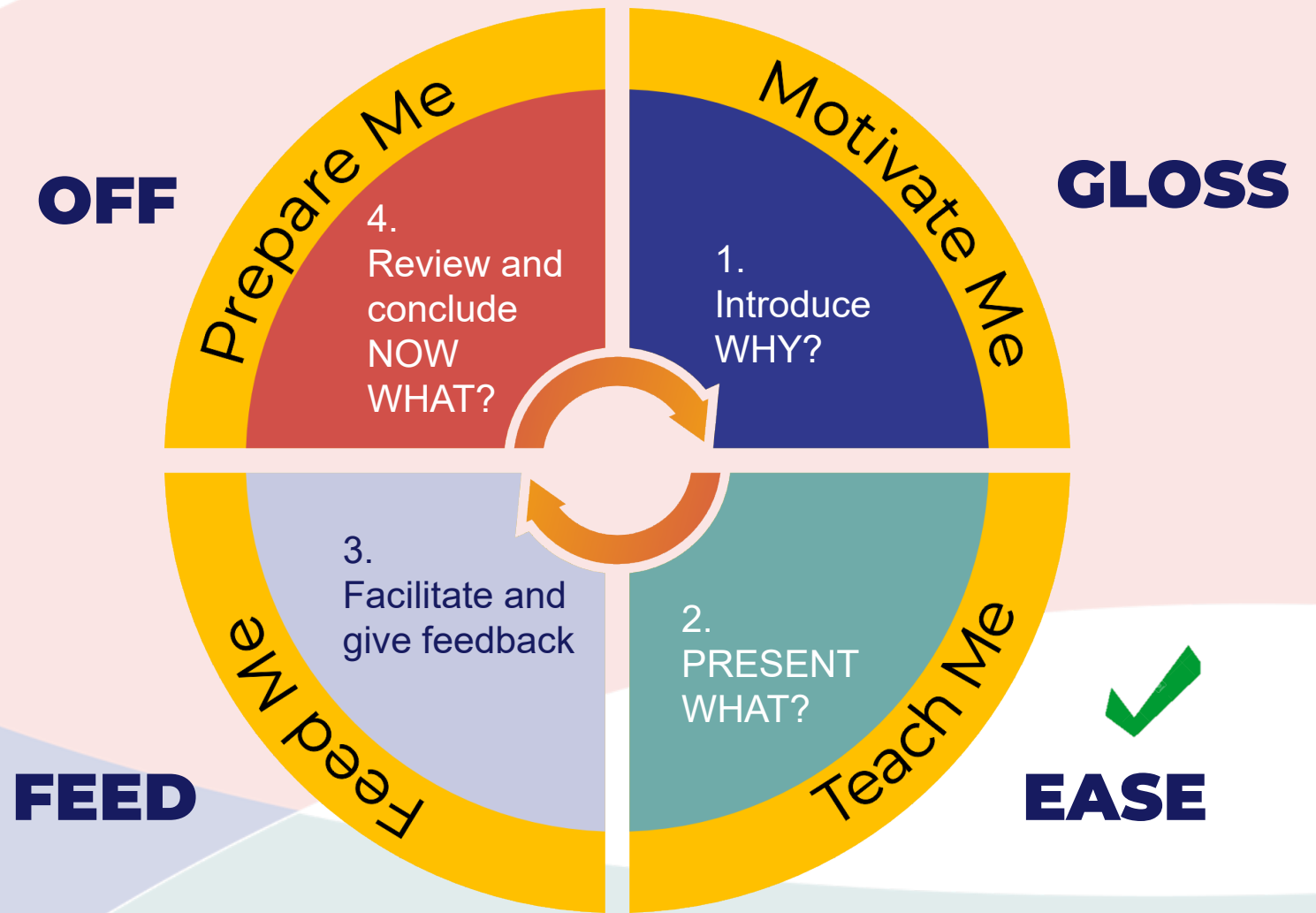
THE LEARNING CYCLE

DEFINITION

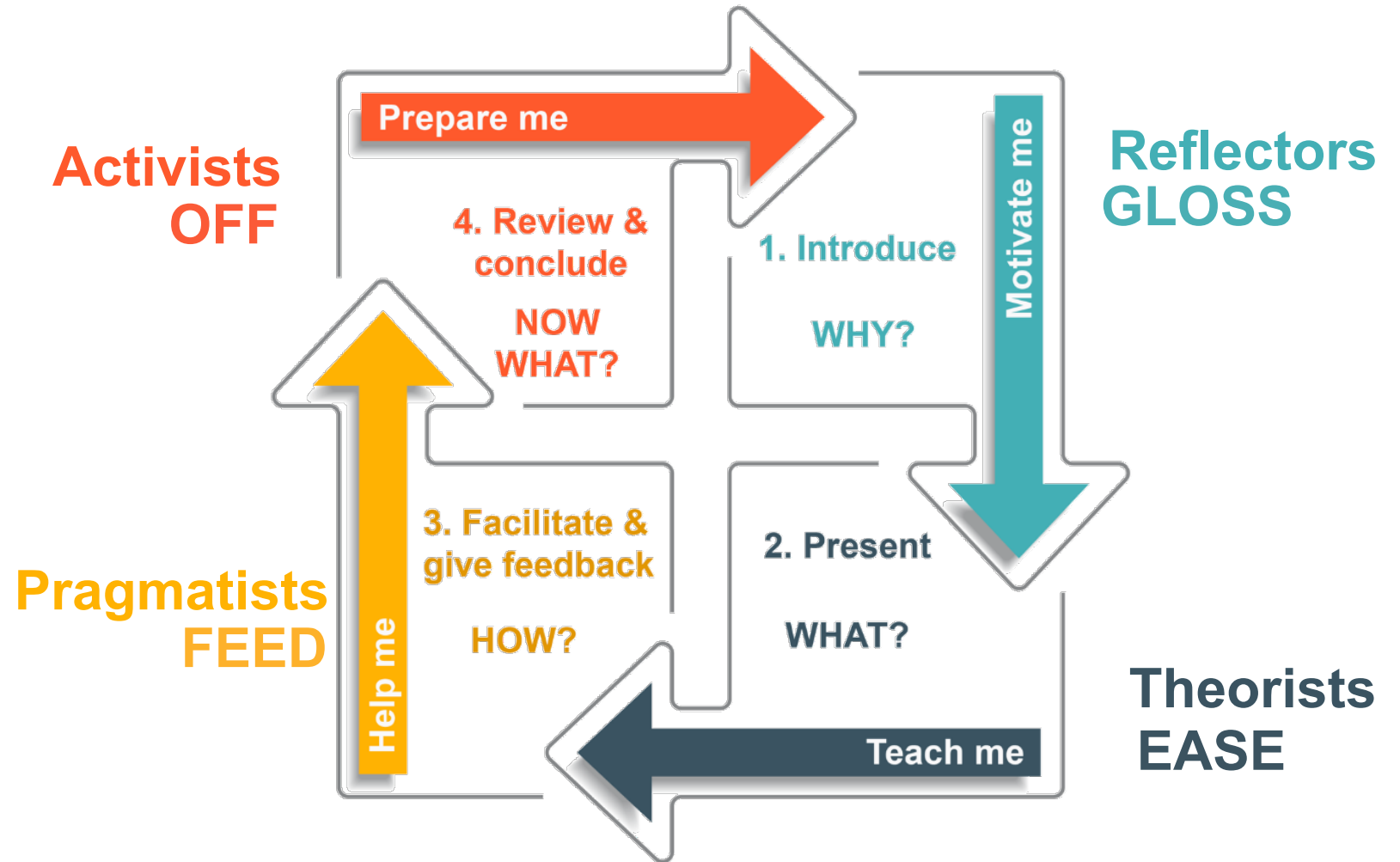
The learning cycle is the four-step process for teaching, or conveying information to, participants. It focuses on addressing participants' learning needs.

/International Finance Corporation/

THE LEARNING CYCLE APPROACH



ÄRRLYINGÄ THĖÄ'ĖÄRNINGÄ ÇYÇLĖ



**PREVIOUS
KNOWLEDGE OR
EXPERIENCE?**





WHY EASE MATTERS IN COACHING EDUCATION

- **Simplifies complex coaching concepts** – makes learning easier to digest
- **Drives engagement & retention** – active participation instead of passive listening
- **Bridges theory and practice** – connects abstract models to real-world coaching
- **Maximizes ROI in training** – measurable improvement in learner outcomes and long-term effectiveness

💡 *EASE is the engine that turns knowledge into mastery.*



ACTIVITY:
First and Last Impressions

OBJECTIVE:
Explain the importance of presenting content effectively

DIRECTIONS:
Remember everything on the next slide

**CHECK
THIS OUT**





DEBRIEFING

1 What did you see?

2 What color was it?
What specific colors were there?
Provide as many details as you can

3 What was the word on the sign on top?

4 What was on the front grill?

5 What color was the carpet?

6 How many buses were in the picture in total?

7 How easy was it to recall what you saw? Why?

TEACH ME



“E” of EASE



Explain the Topic

What are some ways to make an explanation clear?

- Prepare and practice content in advance.
- Provide the “big picture” overview of your content.
- Present the explanation in a logical way.
- Ask questions clearly and prompt answers effectively.
- Try to maintain the 40:60 rule (40% from you and 60% from learners).
- Use visual aids to reinforce points.
- Give examples or analogies. (See the last part of this formula.)

ICE-BREAKER



**WHAT MAKES IT
NECESSARY TO
HAVE ACTIVITIES?**



“A” of EASE

Add Activities

Why have activities?

- Check for understanding.
- Prevent misunderstanding.
- Build confidence.
- Give a safe environment to try.
- Reinforce learning through doing.
- Keep participants engaged



“S” of EASE

Summarize Key Points

Why include a summary of what was just discussed?

- Reinforce key points.
- Increase retention of ideas.
- Link with future content.
- Serve as transition.



KINDLY NOTE that **S** is usually done last. Other parts of the EASE formula can occur in any order



“Second E” of EASE

Enrich with Examples and analogies

- Enrich with examples and analogies
- As mentioned earlier, well-chosen examples can help learners grasp concepts by making the concept more relatable to them.

LECTURE ALTERNATIVES

**Practice
activities**

**Checking
progress or
measuring
achievement**

**Small group
discussions**

**Interactive
delivery or
checking
learning progress**

Role Plays

**Practicing skills,
monitoring
progress, or
measuring
achievement**

**Peer
Teaching**

**Interactive
delivery**

ACTIVITY: TRAINERS ARE LIKE...

Complete the analogy:
A trainer is like a coach
because...?

DANGERS OF LECTURE

- Trainer nervousness and fatigue
- Participants bored and inattentive
- Trainer's disregard of participants' experiences



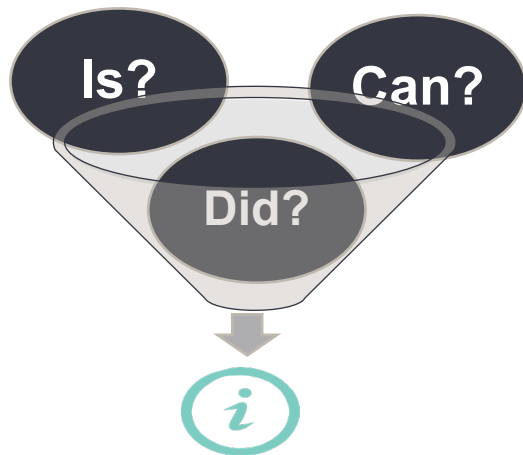


TYPES OF QUESTIONS

CLOSED VERSUS OPEN QUESTIONS

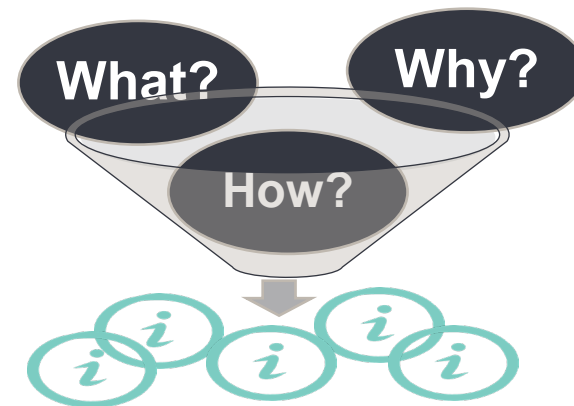
CLOSED QUESTIONS

Confirm information
Check for understanding
Secure specifics



OPEN QUESTIONS

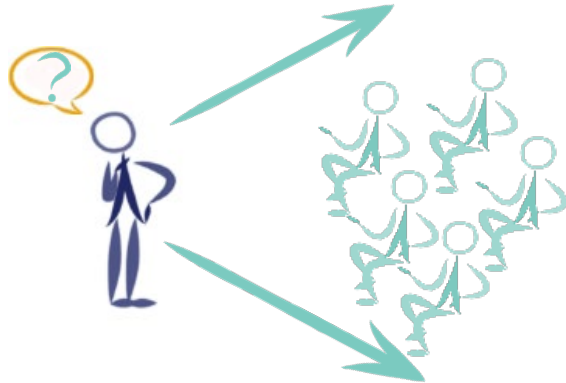
Get more information
Start longer discussions



OVERHEAD VERSUS DIRECT QUESTIONS

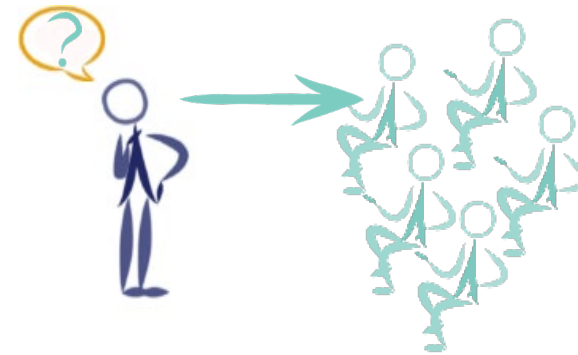
OVERHEAD QUESTIONS

- To no one in particular
- Invitation to participate



DIRECT QUESTIONS

- By name
- Specific participants get the chance to speak





ADVANTAGES AND DISADVANTAGES OF USING:

- Closed questions
- Open questions
- Overhead questions
- Direct questions



TIPS FOR ASKING QUESTIONS

- Pose Pause Pick (PPP) to prompt answers
- Relay to get multiple viewpoints
- Reflect or reverse questions for tough questions

DEBRIEFING QUESTIONS

Effective



- Enable self-discovery
- Draw meaning from the activity
- Connect the activity to the preceding or following learning

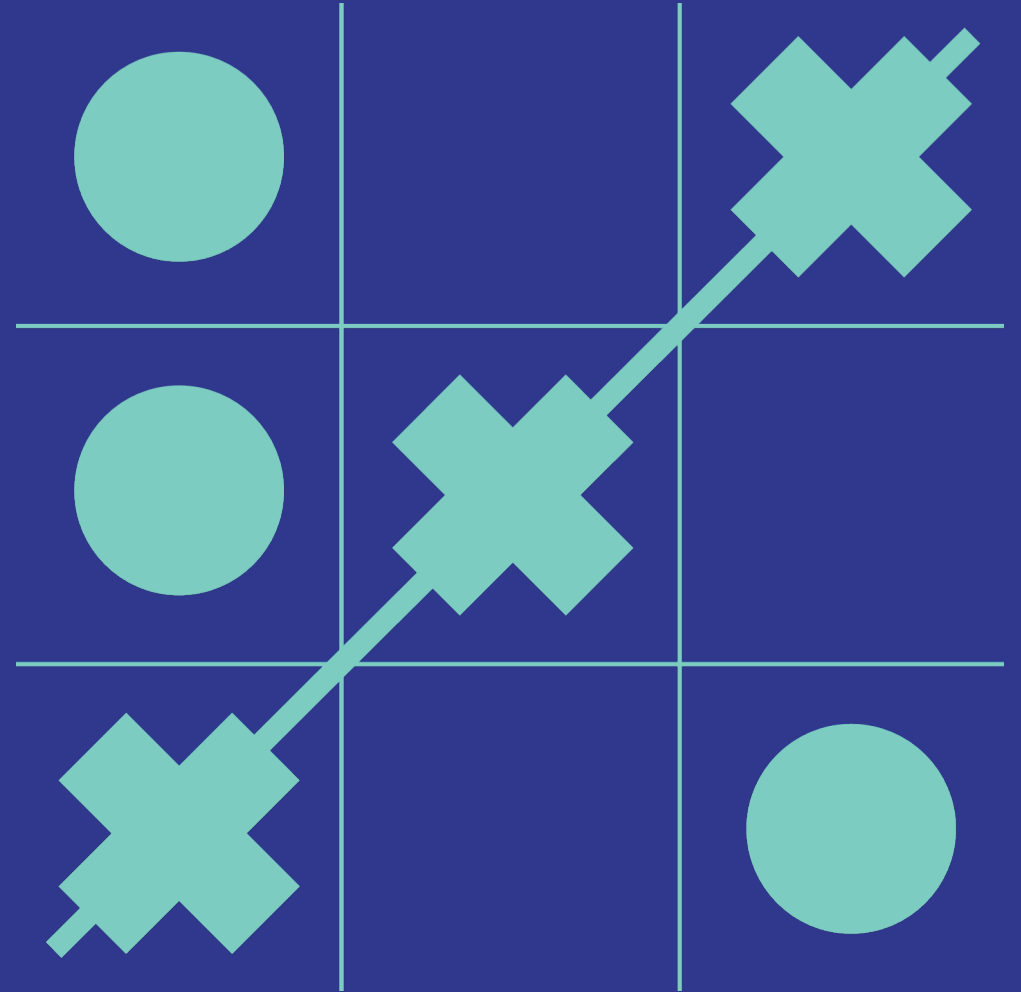
Less effective



- Ask whether they like activity or not
- Focus only on the activity outcomes
- Focus only on the events that occurred

DEBRIEFING MODEL

- **What** happened?
- **So what** can we learn?
- **Now what** are you going to do with this information?



Source: Silberman, Mel. *Active Training*. San Francisco: Pfeiffer, 2006.

TIPS TO AVOID TOO MUCH LECTURING

- Speak less than 40% of the time
- Ask yourself to WAIT
- Ask questions
- Encourage participants to share experiences
- Defer to the group occasionally



ROI OF FACILITATING WITH EASE

ICF Core Competencies Alignment

- **Competency 7:** 🧠 **Evokes Awareness** – Clear explanations & analogies create insight and deeper understanding
- **Competency 8:** 🌱 **Facilitates Client Growth** – Summarization & enrichment help learners consolidate and apply learning
- **Competencies 5 & 6:** 👁️ **Maintains Presence & 🗣️ Listens Actively** – Activities encourage feedback and learner input while also requiring facilitators to remain fully engaged, attentive, and responsive in the moment.

EASE strengthens coach educators' ability to teach in alignment with ICF standards.



**Share with
someone your
key takeaway(s)
from the session
that you will
apply going
forward**

LESSON CONTENT AND OUTCOMES REVISITED

Lesson Content

- The four phases of the learning cycle
- EASE
- Lecture Alternatives
- Question Types
- Debriefing Models

Teach Me

Outcomes

- Define the learning cycle
- Identify the four phases of the learning cycle
- Describe the component of EASE
- List activity ideas to accelerate learning
- Formulate questions that prompt discussion
- Debrief Activities to bring out learning

QUESTIONS & ANSWERS



References

- Interact and Engage! by Kassie Laborie and Tom Stone
- International Finance Corporation. Facilitating Learning: Online & In-Person, Session slides – The Learning Cycle
- Honey, P., & Mumford, A. (1986). The Manual of Learning Styles. Peter Honey Publications
- Shessel, I. (2015, November 19). How to shorten your talk in a pinch. LinkedIn





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Thank
You



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