TOASTMASTERS

Pathways Learning Experience Presentation

Facilitator Guide

Ambassador

NOTE TO FACILITATOR

Introduce yourself before you begin.

1. SHOW the Toastmasters Pathways Learning Experience slide.



2. PRESENT

- We are both thrilled to be here! We have partnered to help you understand the Toastmasters Pathways learning experience so that when Pathways comes to our district, you are ready to begin right away. Thank you to your club officers for reserving time for us to speak with you about the coming rollout of Pathways in our district. It's an exciting time to be a Toastmaster.
- Raise your hand if you've heard of Pathways.

NOTE TO FACILITATOR

Respond to your audience based on the number of raised hands.

If the majority of audience members raise their hands you can say, "Fantastic! Today we're going to talk about the specifics of what you can expect and how you'll get started."

If the majority of the audience did not raise their hands you can say, "Don't worry. Today is all about what you can expect in Pathways and how you'll get started."

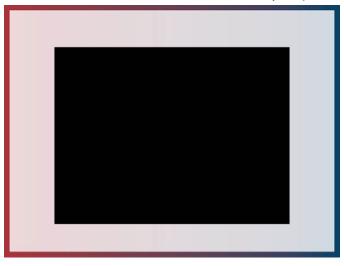
3. PRESENT

Some members have access to Pathways. Rather than me tell you about their experiences, let's have them tell you.

NOTE TO FACILITATOR

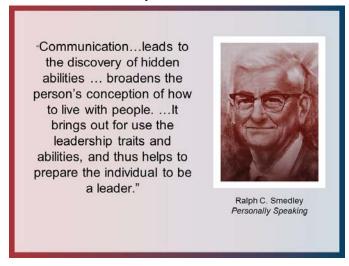
The PowerPoint includes an embedded version of the Members Share Their Experience video but you can also access the video at https://youtu.be/hPHILN_rjZo.

4. SHOW the Members Share Their Pathways Experience video.



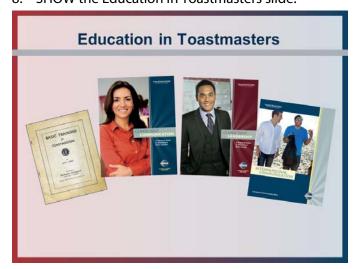
- Are you excited? I am too.
- For those of you who do not know about Pathways, it is the greatest change to the Toastmasters education program since Ralph Smedley introduced the *Basic Training* manual in the 1940s.

6. SHOW the Smedley Quote 1 slide.



7. PRESENT

- Ralph Smedley is the founder of Toastmasters. It was his belief that communication was the foundation for each of us to fulfill our individual potential and to coexist with others.
- He knew that the world needed strong communicators and effective leaders, and he was convinced that people could unearth abilities they never knew they had, and build on those abilities by supporting one another and learning from each other.
- 8. SHOW the Education in Toastmasters slide.



9. PRESENT

It began with the *Basic Training* manual, which evolved into the program we use today, including the *Competent Communication*

manual, Competent Leadership manual, 15 advanced manuals and even manuals for youth, such as Interpersonal Communication.

- But how we learn, and what we want to learn, has changed since the CC and the CL were developed.
 - We want to learn in a structured process that allows us to build our skills progressively.
 - We want to build competencies and sub-competencies that allow us to use our skills in a variety of circumstances—in our personal relationships, careers and community.
 - Our time is limited—we're busier than ever, so we want to customize our experience to learn exactly what we need, not a generic program that offers limited skills.
 - We also want to enjoy the learning process.
- 10. SHOW the Smedley Quote 2 slide.

"We learn in moments of enjoyment."

Ralph C. Smedley

11. PRESENT

Mr. Smedley knew this too. In fact, he said, "The simple fact is that we grow or learn or work better when we enjoy what we are doing, and this is essentially the secret of success in Toastmasters. Our meetings are made enjoyable by a fine, helpful fellowship, in a pleasant social atmosphere, with activities carefully planned to give us profit in moments of enjoyment."

12. SHOW the Toastmasters Learning Revitalized slide.

Toastmasters Learning Revitalized

- ▶ High value
- ▶ Fun
- Customized to your needs
- ▶ Flexible
- ▶ Competency-based
- Resource-rich
- ▶ Meaningful, effective evaluations

- In 2010, the Board of Directors directed World Headquarters to refresh the education program, to modernize the communication track and renew our focus on leadership. So they set out to create a new experience that offered high value and high enjoyment, paired with the Board's vision to create an education program that allows you to:
 - Customize your experience to your needs, whether they include public speaking, interpersonal communication, management or strategic leadership
 - Offer flexibility in how you experience the program—online or in print
 - Expand the resources available—tips, tools and videos to model the skills you build
 - Build competencies that are translatable to real-world situations
 - Receive, and give, effective and meaningful evaluations
- The result is the Pathways learning experience. Pathways was designed for you.

14. SHOW the You Choose the Experience slide.

You Choose the Experience

- ▶ Tailored, self-paced learning
- ▶ Flexibility to choose experience
- Greater access to materials
- Expanded resources
- ▶ Real-world applicability

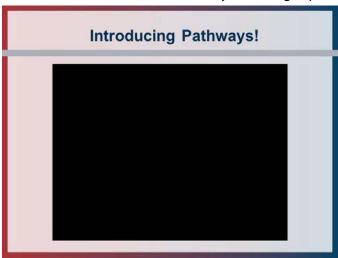
15. PRESENT

- You decide:
 - What skills you want to build and the pace you want to follow
 - If you want to use electronic materials or have a professional, printed manual
 - Which videos to watch, which resources you want to keep
 - How to apply the skills you build to your career, your community, your family, etc.
- It gives you more control and more access than ever before.
- Would you like to take a look?

NOTE TO FACILITATOR

The PowerPoint includes an embedded version of the Welcome to Pathways video but you can also access the video at https://youtu.be/b-bNl5z-wY4.

16. SHOW the Toastmasters Pathways Learning Experience video.



- Pathways is dynamic. Whether you've earned your CC, CL, DTM or anything in between, I promise that there is a path for you. The new program leverages the strength of our traditional program, but gives you more. More competencies, more in-depth skill-building, more flexibility, more resources and more opportunities to learn, grow and thrive.
- To build Pathways, we began by analyzing the current program. We considered what was taught, how it was taught, what skills and competencies you gained, and what was missing. We then set the foundation.
- 18. SHOW the Paths and Core Competencies slide.



19. PRESENT

- Today, there are five core competencies that people build through Toastmasters:
 - Public Speaking
 - Interpersonal Communication
 - Strategic Leadership
 - Management
 - Confidence
- While confidence cannot be learned, the other four competencies are teachable. This became the objective of learning in Pathways. Staff then built structure underneath the core competencies by adding related skills and sub-competencies. In the traditional program, you can build up to 68 competencies; in Pathways, there are more than 280 competencies that you can build and leverage. Those skills and sub-competencies were organized by complexity/degree of difficulty, creating paths to learning.
- The result is 10 unique paths. Each path focuses on one, two or three core competencies, as you can see in the chart. All of the paths offer public speaking because you present at least one speech in every project.
 - For example, the Dynamic Leadership path focuses on interpersonal communication and leadership as well as public speaking. Presentation Mastery is the only path that focuses on only one core competency, and that's public speaking.

NOTE TO FACILITATOR

You do not have to read all of the descriptions, but you can if you wish and if time permits.

Dynamic Leadership helps you build your skills as a strategic leader and conflict resolver. You will focus on facilitating change as well as on public speaking.

Effective Coaching helps you build your skills as a positive communicator, leader and coach. You will focus on interpersonal communication and developing strong public speaking skills.

Innovative Planning helps you build your skills as a public speaker, leader and project manager. You will focus on strategies for creating innovative solutions as well as on public speaking.

Leadership Development helps you build your skills as an effective communicator and leader. You will focus on developing and implementing a plan, leading a team and public speaking.

Motivational Strategies helps you build your skills as a powerful and effective communicator. You will focus on building connections with others, leading small groups and public speaking.

Persuasive Influence helps you build your skills as an innovative communicator and leader. You will focus on developing leadership skills to use in complex situations and public speaking.

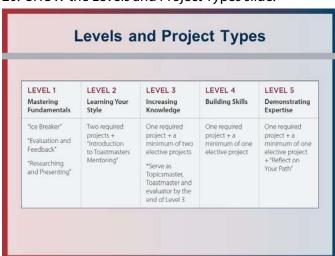
Presentation Mastery helps you build your skills as an accomplished public speaker. You will focus on your connection with audience members and effective public speaking techniques.

Strategic Relationships helps you build your skills as a leader in communication. You will focus on building personal and professional connections with a variety of people and public speaking.

Team Collaboration helps you build your skills as a collaborative leader. You will focus on interpersonal communication, collaborating with a team and public speaking.

Visionary Communication helps you build your skills as a strategic communicator and leader. You will focus on communicating information and plans to a group as well as public speaking.

20. SHOW the Levels and Project Types slide.



21. PRESENT

When you take a path, you will work through five different levels, and each level increases in complexity, so you build skills along the way. This is one of the greatest differences between the traditional education program and Pathways.





- There are 59 total projects in Pathways, and more will be created after the rollout is complete. All projects and all resources will be available online in English, along with eight other official Toastmasters languages.
- 24. SHOW the Badges and Awards slide.



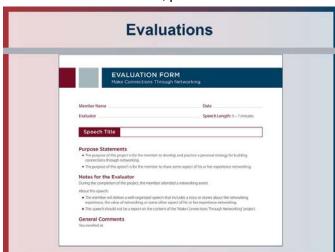
25. PRESENT

- Recognition is an important component of Pathways. In the new program, you'll receive recognition more frequently. And online, members can recognize each other.
- As you can see here, there are two different types of badges. On the top row you see level achievement badges that you'll receive online as you complete levels 1through 5 in a path. Below those you'll see the awards you can give each other. There are five in all—they include Outstanding, Courageous, Exceptional, etc.





- Another positive change you will see in Pathways is in speech evaluations. You still give and receive verbal and written evaluations in your club meetings, but the way you do this and the resources you use have changed. Each evaluation is now tied to and customized for each speech.
- We have all seen or received ineffective evaluations. Sometimes they are too positive and give the speaker no suggestions for improvement when there really were areas that needed improving. Other times evaluations are negative while still offering no suggestions. And sometimes evaluations lack any substance at all. That is why the evaluation process has been standardized in Pathways to encourage everyone to give evaluations that are objective and constructive.

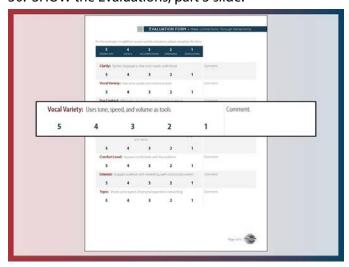


28. SHOW the Evaluations, part 2 slide.

29. PRESENT

Here is an example of the new evaluation resources, this one for the "Making Connections Through Networking" project. You are going to become very familiar with these forms because every project has them. The first page gives an overview of the assignment you are completing, which helps the evaluator understand what you are trying to accomplish. There is also space for general comments about your speech.



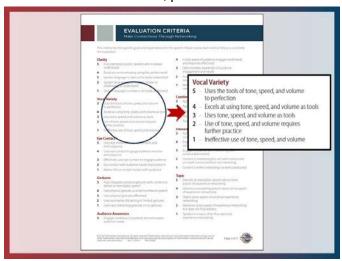


31. PRESENT

Your evaluator will use the second page to score the skills you demonstrate during your speech. All evaluations for all projects

are scored on a scale of 5 to 1, with 5 being the highest score and 1 being the lowest. You can see what each of those scores means at the top of the page. There is a box for comments next to each so your evaluator can give you specific feedback for each score.

32. SHOW the Evaluations, part 4 slide.



- This third page helps your evaluator determine your score for each competency or skill. They use this page side-by-side with the second page to determine your scores.
- Here is what will happen when you receive an evaluation in Pathways. Before you speak, you make sure your evaluator has the evaluation resource that corresponds to the project you are completing. You can send it to your evaluator or they can download it from Base Camp. If you are completing your path in printed materials, you can give your book to your evaluator during the meeting, just as you do today.
- During the meeting, your evaluator has two options for completing the evaluation resource: They can either write on a printed copy of the resource or they can download it, fill it out electronically and send to you later. You will be able to upload and store copies of all your evaluations. It is as simple as scanning it in, scanning in a photo or uploading the PDF your evaluator sends you. Feedback doesn't have to stop with your evaluator.



34. SHOW the Pathways Mentor Program, part 1 slide.

- Mentorship is an important part of the Toastmasters experience. Many of us have benefitted from being mentored, mentoring others or both. I'm excited to announce that there is a new mentoring program available: the Pathway Mentor Program. It's a structured program that will help you identify when you are ready to be a mentor, understand best practices for mentoring and practice mentoring on a small and large scale.
- You will be able to enroll in this program once you complete Level 2 of your path. There is no extra charge for pursuing the Pathways Mentor Program. There are four projects in the program, including "Introduction to Toastmasters Mentoring" at Level 2, which everyone will complete.
- 36. SHOW the Pathways Mentor Program, part 2 slide.



37. PRESENT

- After you complete all projects in the Pathways Mentor Program as well as one full path in Pathways, you are designated a Pathways Mentor.
- Yes, it's going to take time before your club has Pathways Mentors. That is ok. You can continue with the current mentoring process until members of your club have moved through the Pathways Mentor Program.
- I encourage you all to pursue this program if you enjoy helping and supporting others to reach their goals.

NOTE TO FACILITATOR

Transition to the Pathways Guide.

Pathways Guide

NOTE TO FACILITATOR

Introduce yourself before you begin.

1. SHOW the Getting Started slide.



- Getting started in Pathways is easy! Pathways will be available to you very soon. And I encourage you to get started—we've made it easy for you. As soon as your region is live, you'll receive an email from Toastmasters International, with a link to the Pathways start page. Simply click on the Begin your Journey button.
- 3. SHOW the Log In, Learn More slide.



4. PRESENT

- The link takes you to a page where you begin to explore. You can view *The Navigator*, continue on to your path assessment or log into Base Camp if you've already selected your path.
- 5. SHOW the Your Guide to Pathways slide.



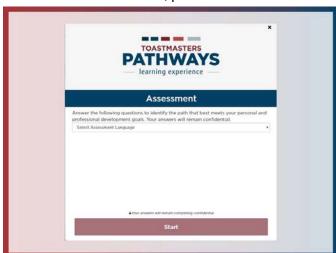
6. PRESENT

The Navigator is a new manual that you'll reference again and again. Whether you are a new member, or you've been a member for many years, *The Navigator* is your easy-to-use guide to the Toastmasters experience. It walks you through Pathways, defines the club meeting roles, explains who the club officers are and offers tips and tools to get started. You can view or print it from Base Camp, or request a printed copy from Toastmasters International.

7. SHOW the Online or Print slide.

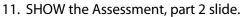


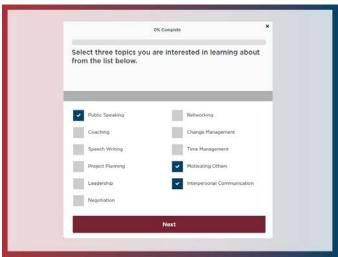
- Flexibility in delivery is a key component to Pathways. Now, you can choose to use print, or take advantage of online access. You decide.
- Print paths are limited: there are five paths available in English and two paths available in other languages. Print is also more expensive. We'll get to that later.
- While Base Camp gives you a more robust experience, you must choose the option that is best for you.
- 9. SHOW the Assessment, part 1 slide.



10. PRESENT

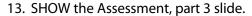
Once you decide how you would like Pathways delivered to you, if you've chosen online, you can take an assessment.

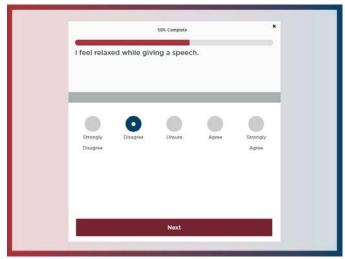




12. PRESENT

The purpose of the assessment is to help you decide which path is right for you.





14. PRESENT

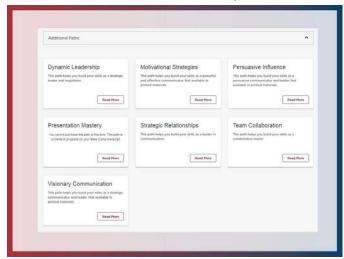
You answer a few simple questions which help to narrow down your interests and experience.



15. SHOW the Recommended Paths, part 1 slide.

16. PRESENT

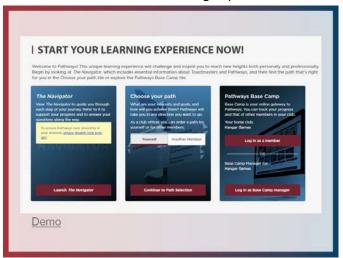
- The result of the assessment is three recommended paths that best meet your needs and goals.
- 17. SHOW the Recommended Paths, part 2 slide.



18. PRESENT

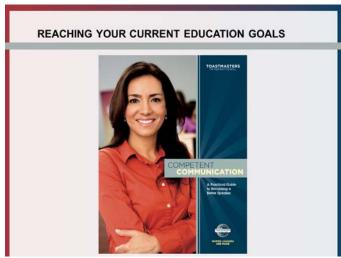
However, if you aren't interested in the recommended paths, you can scroll down to learn about all of the paths before you make your choice.

19. SHOW the Start Your Learning Experience Now slide.



20. PRESENT

- Once you've made your choice, you can begin.
- 21. SHOW the Reaching Your Current Educational Goals, part 1 slide.



- You can begin in Pathways as soon as it rolls out in our district! However, I know some of you may be working toward awards in the traditional education program. That is ok. You have plenty of time to fulfill those requirements before the traditional education program is phased out. Wherever you are on your current journey, you have a choice to make.
- From the day Pathways rolls out in the last region to receive it, you will have two years to achieve your goals in the traditional

program. Please keep in mind that your achievements toward goals in the traditional program will not be transferable to Pathways. The projects and structure of learning are so different for the two programs. This applies to the Distinguished Toastmaster award, too.

- If you want to reach a goal you have been working toward in the traditional program, I encourage you to meet it as soon as possible.
- 23. SHOW the Reaching Your Current Educational Goals, part 2 slide.



- Once Pathways has rolled out in our district, all new members will begin in Pathways. They cannot start in the traditional education program.
- Pathways is new to all of us. I know some of you have completed the *Competent Communication* manual many times—you are experts on it and the traditional education program. It is ok that no one in your club is a Pathways expert yet. We all have an opportunity to learn and become experts together. It is an exciting time to be a Toastmaster and part of a Toastmasters club.
- Make sure you log on to choose your path!

Pathways Doesn't Change the Club Meeting

Today

With Pathways

Your club meeting has an agenda, meeting roles and speeches
You sign up for a speech and receive an evaluations
Club members support you and give feedback
give feedback
You receive recognition

The ke Breaker is your first speech
The VPE tracks your progress
Speeches last 5-7 minutes

25. SHOW the Pathways Doesn't Change the Club Meeting slide.

- So how is your club affected by all of this? Your club benefits from Pathways, just like you do. With all the new opportunities in Pathways, your club leaders can grow the club. You all will soon have the opportunity to practice and develop more skills than ever before, which makes your club desirable to many prospective members looking to broaden their skill sets.
- This is an exciting new program! Pathways represents a paradigm shift but will feel familiar to you because it maintains what you love about Toastmasters. If you're concerned about how it affects your club meetings, I am happy to tell you that Pathways does not change the club meeting.
- Your club meetings will still be at the heart of the Toastmasters experience. Do you still give speeches? Yes. Table Topics? Yes. Evaluations? Yes. You will still fulfill meeting roles. Pathways will not extend the length of your meetings—those remain the same, too. The required length for most Pathways speeches is still 5-7 minutes.



27. SHOW the Distinguished Club Program slide.

- Some of you may be wondering how Pathways affects your club progress toward becoming a Distinguished club. The Distinguished Club Program will be adjusted to accommodate the rollout of Pathways and the two years it runs concurrently with the traditional education program.
- The graphic here shows you how this will work. Once Pathways rolls out in our district, your club must meet six of the 12 goals listed to achieve recognition in the Distinguished Club Program. The left columns has the DCP goals for the current program, while the right column shows the Pathways DCP goals.
- This encourages us all to begin our journeys in Pathways while still achieving Distinguished statuses in our clubs.

29. SHOW the Local Support Team slide.



30. PRESENT

- When it's time, your district leaders, Chief Ambassador, Ambassadors and Pathways Guides will all be available to support you.
- 31. SHOW the How to Get Started, part 1 slide.



32. PRESENT

I hope you all are as excited as I am for Pathways to begin in our district. Pathways will launch in our district on [insert region roll out date]. We have to wait until it officially rolls out to us before we can actually start, but I want to go over some basic getting-started information to get you ready.

I have brought your club's rollout kit with my today. It has some essential information to help you begin in Pathways. [VPE or other officer name] is going to distribute some of those contents now.

NOTE TO FACILITATOR

The vice president education (VPE) distributes the kit while you describe its contents.

33. SHOW the How to get Started, part 2 slide.



- Everyone gets one of these Quick Start Guides. This gives you basic information about Pathways and how to log in to the Toastmasters International website. You are going to want to hang on to this for our rollout date.
- There is also one printed copy of *The Navigator* that now belongs to your club. You will want to read *The Navigator* for important information on Pathways and how to use the new evaluation resources.
- Your kit also contains three Pathways pins. [VPE name] will hand these out to the first three of you who begin in Pathways.
- Finally, your kit includes a flash drive with copies of resources your club may need with the transition to Pathways, including the new membership application, *The Navigator* and more.

35. SHOW the Other Helpful Tips, part 1 slide.



36. PRESENT

- I am excited for all of you to begin using Base Camp. I've only shown you a few aspects of it today. If you need help with this new system once you log in, there are many helpful tutorials created specifically to help you.
- In fact, the first time you log in to the system, you will be taken on a guided tour of the home page so that you will know what each of the links are and how to find what you need.





38. PRESENT

As I mentioned before, there is an area of Base Camp that contains tutorials organized by topic. They range from specifying and

changing your home club on Base Camp if you are a member of more than one club (you decide which club will get credit toward DCP for your Pathways accomplishments), how to navigate the online projects, print your certificates and more.

39. SHOW the Other Helpful Tips, part 3 slide.



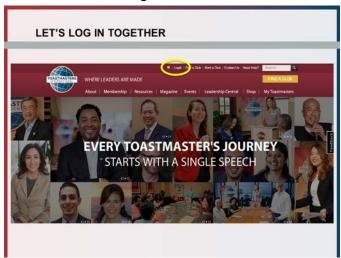
- Also, once you are on Base Camp, you must disable the pop-up blocker on your browser in order to see your online projects and resources. Base Camp actually has a feature to check the compatibility of your browser, then tells you how to alter your settings for an optimal experience. You can also manually change your pop-up blocker settings for your browser. If you don't know how to do this, simply look for help on the internet.
- 41. SHOW the Continued Support slide.



42. PRESENT

- Even after today's meeting, I will still be available to support your club through [VPE name].
- Starting next week, I will hold weekly virtual support sessions with [VPE name] and the VPEs of all the other clubs I visit. This time is devoted to answering any questions you ask or send to [VPE name]. [He/She] will bring those answers back to the club to help you begin your journey in Pathways.
- I will be available to support your club and answer your questions for the next four months. Please be sure you send all questions to [VPE name] so I can answer them. All questions are good questions.

43. SHOW the Let's Log In slide.



- As you can see from your Quick Start Guide, you will need to sign in to the Toastmasters International website in order to begin your journey in Pathways. Before [Ambassador name] and I leave here today, we want to make sure you are all familiar with how to log in to your profile on the website. We are doing this because we want to make sure you are able to jump right in to Pathways from the day it rolls out in our district. We don't want you to have to wait for your password to be reset when you are already eager to get started.
- I am going to demonstrate by signing in now. In a few minutes, I am going to ask you all to log in as well. All the steps I'm about to show you are also on your Quick Start Guide.

NOTE TO FACILITATOR

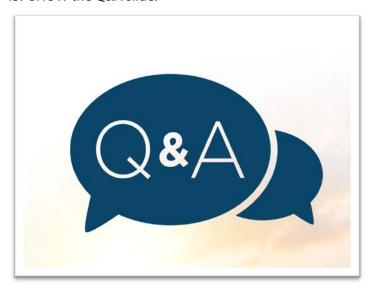
Pathways Guide demonstrates how to log in.

- Let's use the last few minutes to practice logging in to the Toastmasters International website. If we have time at the end, I'd like to answer any questions you have.
- If you have your own device, log in using that. If not, you can come up here and use my computer to log in.

NOTE TO FACILITATOR

Instruct everyone to log in at this point.

45. SHOW the Q&A slide.



46. PRESENT

We have a few minutes to take your questions. Does anyone have anything they would like to ask me or [Ambassador name]?

NOTE TO FACILITATOR

If you are not able to answer some of the questions, record them for the World Headquarters webinars.

47. SHOW the Toastmasters Pathways Experience slide.



48. PRESENT

Thank you for having [Ambassador name] and me today. It has been a pleasure meeting all of you and telling you about Pathways. I'm excited to begin on this exciting new journey with you.