



Training of Adult Professionals / TAP

Basics

The bottom pillar of TAP consists in the respect of the adult person with his/her **own experience** and expectations, thoughts, needs and hopes. Adult people need to feel comfortable in an open and confidential space.

Adult people are continuously developing abilities, acquire skills and **construct their own concept of the world** without any particular guidance or pressure: self-taught by experience and by exchange of experience. Men act upon their world, and change it, and are changed in turn by the consequences of their action. It is therefore crucial that training is connected to biographical and professional experience.

People are even learning from bad training or coaching. By criticizing the modalities, they become even more involved and contribute to gradual improvements. Raining of adult professionals which ignores the diversity of personalities is condemned to fail. Even worse, pumping-in a great many facts and figures does not help to learn to learn.

Training (and coaching) becomes effective (= useful for the target group) and efficient (= no waste of time and money) and beneficial for the organization when we consider the following four basic orientations about TAP.

