How do you learn?

Understanding how individuals learn:
the phases of learning according to the SYNAPSE model

Pitch

A structured and accessible conference to clarify how learning actually works, from the first contact with information to its consolidation. Based on the SYNAPSE model, it provides an operational framework and concrete levers to reinforce efficiency, autonomy, and transfer, in both educational and business contexts.

Target audience

Management, HR/L&D managers, managers, trainers, teachers, students, project teams, organizations undergoing transformation.

Objectives

- Structure a clear understanding of the key phases of learning and their challenges.
- Identify typical breaking points (attention, overload, demotivation, forgetting, lack of transfer).
- Equip participants with immediately applicable practices to learn and teach better.
- Establish a mindset of autonomy: diagnose, adjust, and progress methodically.

Program

- Clarify common misconceptions about learning and their impact.
- Present the SYNAPSE phases as a roadmap for the process.
- Deploy the levers that can be activated at each phase (cognition, motivation, feedback, consolidation).
- Translate the approach into real-world situations: training, skills development, classroom, coaching.

Method and style

Impact-oriented approach, with concrete examples, quick diagnostics, mini-experiences, and decision-making tools. The conference promotes understanding, perspective, and action.

Expected results

A shared learning map and a set of tools to improve the quality of learning, reduce losses (forgetting, dropping out), and strengthen transfer to real-world contexts.

Options

- Business applications: upskilling, sustainable performance, error reduction, learning culture.
- Education version: differentiation, metacognition, engagement.
- Related workshop: diagnosis and individual or team action plan.

The Learning Revolution by Dr. Sarah Chardonnens