**Ontario Extend - Teacher for Learning Module**

**WIIFM - WHAT’S IN IT FOR ME?**

**WIIFM?** In my Human Resources Management courses, it is critical to engage and excite students right from the introduction module on how this course will help them in their current and future roles. The majority of my students are focussed on becoming Hospitality Management professionals.

Some students who have no interest in becoming Human Resources Managers often question how this course can help them in their career path. I try to encourage them through a variety of strategies to discover the value of how understanding and applying HR skills and knowledge will aid towards their career success.

In the first class I conduct a WIIFM exercise which starts linking with their prior knowledge and experience both formal and informal working with teams both positive and negative. I share a few examples from my own career path for illustration. Encouraging the students to recognise and acknowledge what soft skills they have developed from these experiences and discussing how this can be applied moving forward.

Connecting the overall role of Human Resources to the business world in general and the necessity of every supervisor, manager and leader to understand and master some of the key skills i.e. recruitment & retention, development & training, performance management and effective communication.

Using class discussions, polling, research, individual and group assignments based on real-world problem-solving scenarios bring the more legal and technical HR knowledge to life.

A reflection exercise at the end of the course is a great way to see how students feel about the knowledge they have acquired and how they can apply it to benefit them in their career and life journeys.

Thanks,

Anne Pearson