



Hosting my first Transfer Taster in Hong Kong



THIS WEEK, I HOSTED MY FIRST TASTER SESSION ON TRANSFER IN HONG KONG.

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IT FELT SPECIAL TO SHARE THIS TOPIC WITH L&D FRIENDS, TRAINERS, AND PROGRAMME DESIGNERS WHO CARE DEEPLY ABOUT MAKING LEARNING MORE MEANINGFUL IN PRACTICE.

WHY PEOPLE JOINED

People came with different questions in mind.

Some wanted fresh ideas for programme design. Some were curious about the Transfer Cards and the 12 Levers. Others simply wanted to explore how learning can actually stick beyond the session itself.





WHAT “TRANSFER” OPENED UP

One thing I love about transfer is that it shifts the conversation.

Instead of only asking, “**Was the session good?**”, we begin to ask: what helps people use the learning after the session, in real work, in real situations, with real constraints?

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WHAT PARTICIPANTS BEGAN TO SEE

During the taster, many participants realised that transfer is not only about learner motivation.

It also involves training design, organisational support, follow-up, and the many small conditions that make application more likely.





WHAT MADE THE SESSION FEEL MEANINGFUL

What encouraged me most was seeing people connect the ideas **back to their own programmes.**

The session was not only about understanding the concept — it also created space for reflection, conversation, and small practical choices people could try in their own context.

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3 TAKEAWAYS THAT STAYED

1. Transfer invites us to think beyond the training moment.
2. Learning can be supported before, during, and after a session.
3. And even one small design change can make learning easier to apply.





WHY I'M EXCITED TO KEEP EXPLORING THIS

This session reminded me that there is real appetite for conversations like this in Hong Kong.

Not because transfer is a magic wand, but because it gives us a **more intentional way to design for learning, performance, and growth.**

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