



Transforming the Trainer Programme

Using accelerated learning techniques to get your training message across in an interesting and enjoyable way

Why?

It has been said that in today's organisations survival is optional. One of the keys to survival is having the right people trained to peak performance at the right time.

Tomorrow's Master Trainers will also be performance consultants, facilitators and internal change agents. They will have to

be designers of 'instant' learning experiences. They will have to deliver and perform with enthusiasm and professionalism in training courses, and sometimes facilitate change sessions with sensitivity.

"The course was a fantastic learning experience. I started to apply it and it is like night and day. Great course!"

Who?

- Full or part-time trainers with 0-5 years experience but little trainer training
- Experienced trainers who need to brush up on their design and delivery
- Subject matter experts called upon to transfer knowledge by making their messages memorable
- Instructors and group facilitators who want to transform 'dull' courses into lively learning experiences

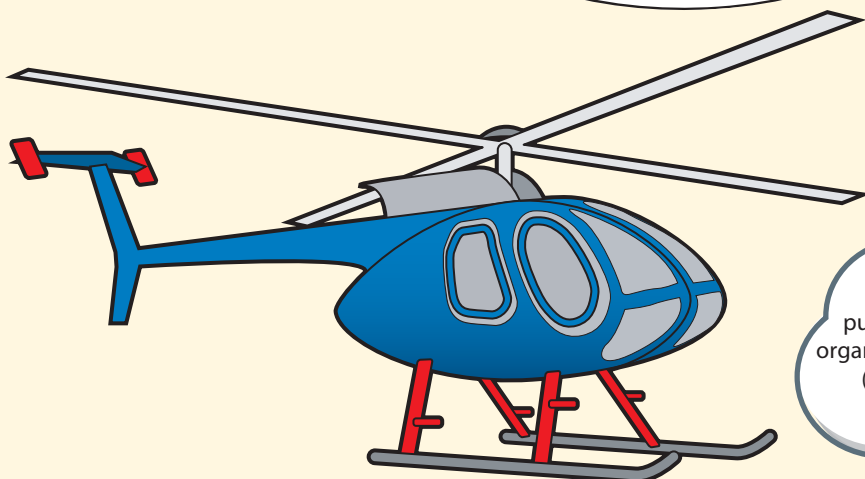
What?

By the end of this workshop, participants will have ...

- understood how adults learn best
- worked in small teams to design an interactive training session
- practised essential platform skills
- received individual video coaching from the course leader and colleagues
- dramatically improved their ability to create exciting visual aids

- practised facilitating a "learning discussion"
- experienced the "training room of the future" environment by using the talking wall approach to designing exercises.

"The training really focused on developing your training skills in a very practical way. Great trainer!"



Schedule

DAY 1

Learning Theory & Session Design

- Icebreaker and Introductions
- The Trainer Grid - learning objectives
- Brains and Learning - the essential facts
- How to structure a learning experience - 'The Icelandic Pilot' (Our design model)
- Session design workshop - small teams design a course (customisation possible here)
- Presentation
- Feedback in groups

DAY 2

Presentation Skill & VHF Support

- Recap Quiz
- Presentation Skills
 - the difference between presenting and facilitating
 - performing: who is our competition
 - using your voice, eye contact and body language.
- Practical exercises
- VHF Support
- Session design workshop
- Video-taped small team exercise
- Feedback in groups

DAY 3

Facilitating Participant-led training

- Facilitation Rainbow
- Socratic Direction
- Preparing for a facilitated discussion
- Facilitation Workshop
 - Participants facilitate a discussion on a real issue from their courses
 - Structured Feedback

Recap & Action Plan

- Evaluation and Action Planning
- Ending

FEES:

The participation fee is CHF 2'750 which includes all handouts and materials, lunches and refreshments.

When & where

Please see our website for dates of our public programmes, or contact us if you would like to organize a Transforming the Trainer Programme workshop (or any other event) exclusively for your company.

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