

# € TRAINING

Train the Trainer: From Design to Delivery

A photograph of four smiling professionals in a meeting. A woman in a black top and necklace is in the foreground, looking towards the camera. Behind her are three other people (two men and one woman) in white shirts, looking towards the right. The background is a bright, modern office setting. A large blue curved graphic element is overlaid on the top and right sides of the image.

2 - 6 September 2024  
Munich (Germany)



# Train the Trainer: From Design to Delivery

REF: H232 DATE: 2 - 6 September 2024 Venue: Munich (Germany) - Fee: 5940 Euro

## Introduction:

The role of the trainer is constantly changing. Changing to meet new demands, new technology, new challenges, and new audiences. This exciting and relevant training course will equip you to deliver memorable courses with a high and lasting impact, it will provide you with the tools and competencies to facilitate, lead and develop professional training in your organization. Led by an internationally recognized Trainer, who will demonstrate many of the techniques taught and allow you to develop your knowledge, skills, and attitude

## Course Objectives:

At the end of this course the participants will be able to:

- Plan and deliver a training session
- Discuss how to deal with the needs of different audiences
- Evaluate the appropriate use of adult learning techniques
- Describe the ORID principles for group facilitation
- Analyze various methods for evaluating training
- Write effective learning objectives based on the Bloom Taxonomy

## Targeted Audience:

- Training Officers
- Training Specialist
- Training Professionals
- Training Managers
- Those working in or transferred to a training, learning, and development role
- Managers or supervisors responsible for the training of others
- Experienced training, learning, and development staff who want to refresh their skills
- Anyone involved in talent management, Nationalisation programs, business partnering or on-the-job training

## Course Outlines:

### Unit 1: Adult Learning and Learning Styles:

- The training cycle: an overview
- The importance of adult learning styles
- Characteristics of the adult learner - how they differ from children
- Learning styles and how to assess them
- Cognitive overload research and what it tells us about training

### Unit 2: Characteristics of Successful Trainers:

- The various roles for training professionals
- Facilitation: an overview
- Presenter and facilitator: what's the difference?
- Facilitator competencies & self-assessment

- Four guiding principles for facilitators ORID

### Unit 3: Training Methods, Activities, and Exercises:

- Using icebreakers and educational games
- Advantages and disadvantages of different activities/methods
- Planning and structuring exercises
- Brainstorming: you may have been doing it wrong
- Using SWOT, PESTEL, and Force Field Analysis with groups

### Unit 4: Designing Training Programs:

- Setting ground rules
- Steps to prepare an effective presentation
- Why educational objectives are essential
- The levels of training evaluation
- Calculating a cost-benefit analysis

### Unit 5: Presenting and Delivering Effective Training:

- Presentation skills and overcoming fear
- The key elements of presenting
- Handling questions from the group
- Cultural issues in training
- Getting feedback from others