

## Overview

Discover how an adult's learning styles are significantly different than a child's. Banish the boring lecture, the professorial tone and the theoretical babble. Instead, develop a new, more energized and effective style of training designed specifically for the unique learning needs of adults and experienced working professional.

***Train the Trainer: How Adults Learn*** helps you develop a deeper understanding of the unique aspects of adult learning and incorporate this knowledge into making your own training programs more engaging and effective – creating the kind of training that produces a positive, memorable learning experience and lasting impact for the participants in your training programs.



## Description

Rather than being the *sage on the stage*, consider being the *guide on the side*." This is the key to adult learning – it's about facilitating learning experiences, rather than telling what you know. ***Train-the-Trainer: How Adults Learn*** helps you to develop a new, more energized and more effective style of training that speaks to adults in a way that is relevant.

This program is a practical, fast-paced and results-oriented and serves as a real-time model for participants. You can personally experience the principles behind adult training that really works. You'll learn the keys to formatting and delivering your message in a way that finally makes sense to your learners.

Participation in this session can literally revolutionize the way you approach every training challenge.

***Train the Trainer How Adults Learn*** is the first session in our popular ***Train the Trainer Series Certificate Program***. This program can be taken as standalone class, but to have the most impact, we encourage individuals to take the entire Train the Trainer Series – ***How Adults Learn; Planning, Designing and Evaluating Training; and Proven Classroom Training Techniques***.

## Audience

If you develop, facilitate or evaluate training programs for adults, this workshop is designed for you.

## Benefits

Create the kind of training that produces a positive, memorable learning experience and lasting impact for your participants by:

- Understanding how you can incorporate the principles of adult learning in your training experiences so that participants are actively engaged in learning and applying skills
- Leveraging specific techniques to empower learning and drive deeper thinking so that learning becomes more concrete and meaningful to each participant
- Designing training with the specific goal of having a lasting impact

## Facilitator: Mike Lair



Michael has been a facilitator with the Xavier Leadership Center for many years. He specializes in helping people and businesses learn and develop together to set and meet organizational goals. Mike provides invigorating programs in leadership development, team effectiveness, and personal performance. His inspiring and dynamic facilitation style energizes clients to maintain enthusiasm and effectively apply their learning to meet the practical challenges they face every day.

In both the corporate and not-for-profit sectors, Mike has directed Human and Systems Development efforts for small, large, and multinational companies. He has served as Director of Experiential Programs, and currently chairs the Experiential Training and Development Alliance, WEB Education Tools. For seven years Mike was the Director of Organizational Learning for Joy Outdoor Education Center, near Cincinnati, where he provided the leadership to initiate a full-service consulting operation, doubling base revenues and tripling the client base.

Mike earned his Bachelor of Arts in Industrial Psychology/Quality of Work Life from Bowling Green State University. His publications include articles in the "Book of Metaphors, II" for the Association of Experiential Education, and "Getting Teams on the Same Page." Mike has also produced the manuals Managing Conflict, Team Alignment Process®, Creating Shared Vision, Developing Strategic Plans, and Quality Team Processes and Leadership.