Overview

You already know that an adult's learning style is different than a child's, and training based on theories and lectures is not the most effective approach for delivering programs. But how do you actually develop your training around the principles of adult learning? *Train the Trainer: Planning, Designing & Evaluating Training* helps you make your own training programs more effective using proven approaches for adult learning. This program focuses on helping you with your specific content and audiences and how to combine them in a way that creates an engaging program. The result? A positive, memorable learning experience and lasting impact for you and your participants in your training programs.

Description

Train the Trainer: Planning, Designing & Evaluating Training helps you to develop a new, more energized and more effective classroom learning experience. You'll learn how to save time and money during the design process. And more importantly, you'll add to, modify and edit one of your existing training programs so that it becomes a more learnerfocused and results-oriented training design, and serves as a model for other training programs you develop. *Train the Trainer: Planning, Designing & Evaluating Training* is the second 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 are a training facilitator you will sharpen your delivery skills and develop new instructional techniques. If you are a training developer, this session will help you design programs that meet the needs of the facilitator as well as the learners.

Benefits

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

• Determining learners' needs and your instructional goals upfront, so you can create more focused and relevant content

• Writing workable and measurable learning objectives so training and outcomes are tightly linked

• Designing creative, participative training sessions

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.