

Overview

The training field is a continuously evolving environment—changing expectations from organizations and trainees, the introduction of new methodologies, fresh insights on the best presentation and planning techniques.

As a training professional, you are required to adapt your knowledge and skills to ensure your training programs are impactful and successful. Participants of the Train-the-Trainer program learn the essentials of the training function, while having the opportunity to directly apply the newly introduced content to their day-to-day jobs.

Whether you are a seasoned professional in need of a refresher looking for new approaches to deliver your programs, or are new to the field and are missing a strong foundational knowledge in critical training skills, the Train-the-Trainer program will leave your audience praising your training abilities.



The Train-the-Trainer program is organized into a three-module approach: 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.

Train the Trainer: How Adults Learn

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

Ed Jones, nationally known facilitator of our Train the Trainer programs often advises participant, "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.

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

Planning, Designing & Evaluating Training

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 learner-focused and results-oriented training design, and serves as a model for other training programs you develop.

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

Proven Classroom Training Techniques

Overview

Delivering an engaging classroom training program, designed around the principles of adult learning, can be challenging. No lengthy PowerPoint presentations permitted!

In the final program in our Train the Trainer three-part series, you will experience how to deliver classroom training using a learner focused approach. Train the Trainer: Proven Classroom Training Techniques helps you develop your own facilitation style, so you can *guide* the learning experience in your programs.

Develop the skills and learn the tools you need to make your classroom training 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

This is two days of heavy duty immersion learning — you will learn by doing and discover how to help your trainees do the same. You'll explore every stage of the facilitation process from icebreakers at the opening to action planning at the close. You'll learn at your own pace and face challenges geared toward your level of expertise.

Best of all, you'll get to see yourself in action. You'll be videotaped while conducting a brief training sequence then receive feedback from your instructor. Here is a rare opportunity to assess and refine your classroom technique with the help of other training professionals. Participation in this session can literally revolutionize the way you approach every training challenge.

Benefits

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

- Practicing your delivery so you feel more confident in your abilities
- Improving your presentation skills and content
- Learning how to ask questions that stimulate thought and discussion
- Experiencing it all – practicing, reviewing and critiquing yourself and others
- Creating Action Plans to enhance application of learning and 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.