A Trainer of Substance

Creating Results Clients Cannot Refuse!

Introduction

This is a course for incumbent, new and aspiring trainers, regardless of industry, topic or methodology. The course is designed to hone Trainers' Attitudes, Knowledge and Skills in imparting, engaging and developing their clients better. Modules will be adjusted according to the overall needs of the actual participants of any particular Course. It will be conducted over three one-day sessions held fortnightly. All course participants will be placed in a Chat Group from before Session One and will continue to remain in the Chat Group out to Day 60.

Desired Outcomes

After the three full-day sessions, and out to Day 60, participants will:

- Understand the relationship between Training, Coaching, Mentoring, Facilitating, Counselling and Consulting
- Gain greater self-esteem and self-efficacy
- Apply the principle of the First Sale habitually
- Enhance and grow **intimate** knowledge of intellectual and competency domains being offered to clients
- Understand the principles of pedagogy, andragogy and heutagogy and how to apply them
- Hone delivery and assessment skills
  - ➢ Classroom management
  - ➢ Experiential Learning Environments and Activities
  - ➢ Use of slides
  - ➢ Use of flip charts
  - ➢ Participant activities
  - ➢ How to debrief
  - ➢ Facilitating Discussions
  - ➢ Scripted and unscripted role play
  - ➢ Videos for new information, discussion and presentations by participants
  - ➢ Telling and discussing stories
  - ➢ Art and craft
  - ➢ Pop quizzes
  - ➢ Participant assignments, pre, post and in workshops
  - ➢ Scenario-based exercises
  - ➢ Board games and debriefs
  - ➢ Business simulations
  - ➢ Compressed-time "Real-world" play using scripted scenarios and "live" information from the Web

- Conduct business outcomes-oriented Training Needs Analyses
- Advise clients on or present clients with flexible, scalable and module-based training roadmaps for their staff
- Become familiar with "Blended Learning."
- Selling to Clients

<u>Workshop Outline</u>

<u>Session One</u>

- What is Training?
- Why Training?
- The First Sale
- Clients don't want your training!
- What kind of SME are you?
- Gogy? What Gogy?
- Assignment for Session Two

<u>Session Two</u>

- Delivery and Assessment Skills

<u>Session Three</u>

- That TNA
- Training and Development Roadmaps
- What Clients Want
- What Clients Need
- The Economic Buyer
- Developing Peer-to-peer relationships with buyers

<u>Day Thirty to 60</u>

Group and individual short coaching for integration of learning

<u>Investment</u>

$1,500 per participant. Minimum number for a class is 12.