Train the Trainer

Duration: 2 days
Audience: Formateur|Concepteur pédagogique

Who is this training for?

Trainers

Training objectives

- Use an andragogical approach in training.
- Apply a structured method to initiate, lead and conclude a session and learning activities.
- Use the trainer's communication tools.
- Use concrete means to engage and maintain the interest of participants from the beginning to the end of a course.

Summary

This training allows trainers to develop their skills in andragogy and in facilitating training sessions. It covers a structured approach to initiating, directing and concluding learning activities, as well as effective communication tools to engage and sustain participants' interest from the beginning to the end of a course.

Course outline

Training and learning

- Training to develop skills.
- Seven characteristics of adult learners.
- The learning process.
- Engagement and memorization.

Learning Objectives

- Why Learning Objectives.
- Levels and types of goals.

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A structured approach

- Prepare.
- Launch a session.
- Launch a day.
- Lead a learning activity.
- Conclude a session.

Facilitation and communication

- Manage the three dimensions of group dynamics.
- Listen.
- Question.
- Use the seven "R"s".
- Give feedback.

A toolbox

- Icebreakers and energizers
- Tips to optimize the different times of the day
- Tips to promote learning
- Tips to energize a training
- Visual aids.

Approach and methodology

The training is based on an experiential approach focused on the practice of animation, allowing participants to concretely test pedagogical techniques. It combines andragogical concepts, role-playing and peer-to-peer feedback to develop effective and sustainable facilitation skills. The facilitator acts as a role model and facilitator, creating a dynamic environment that fosters engagement and active learning.

Prerequisites

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Be called upon to lead training or transmit knowledge in your role

Recommendations

Already have a first experience (even informal) of facilitation or knowledge transfer.

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