

## Train the Trainer

### Objectives:

#### Apply what you learn during and after this workshop and you will be able to...

1. Significantly increase individual and organisational effectiveness by sustainable learning.
2. Design needs-based development, making this a deliberate, and well organised process.
3. Confidently present and lead challenging and enjoyable developmental events.
4. Make thorough use of key models and insights to get more from training and development.
5. Rigorously evaluate training and development, measuring the return on investment.

#### During the event we will work on questions like these:

Why is so much training and development a waste of time and money, and how can this be corrected?

How can we identify development needs to best target scarce and costly training resources?

What skills and knowledge are needed to design and implement development events that really work?

How can the development potential of real work be tapped? How can we develop coaching skills?

How can we extend our role and value out of the 'classroom' and into the organisation?

Why do people want to learn and develop, and why do so many seem to have a problem with this?

Do we really understand that people learn in different ways? Why is this critical to success?

Why do we so often just send people on courses hoping it will meet needs that aren't really known?

Why is training and development seen as a net cost not an investment? How can we change this?

How can we credibly move from 'instructor' and 'presenter' to a model of internal consultant?

What can managers do to take a more active role in developing their people? How can we help this?

What helps people put learning into practice, and what gets in the way? How can we support this?

What incentives exist to encourage learning and development? How can we motivate people to learn?

Why is it so important that people learn, develop, and apply learning, now more than ever?

How can we evaluate the cost effectiveness of training and development?

What does it take to be a truly professional, competent, and credible presenter? How close are we?

Which visual aids really add something special, and how to we get the most from them?

What personal skills does a trainer need that makes them a real asset that adds value?

How can trainers encourage those they work with to make genuine efforts to apply their learning?

What can we do to grow the development function and maximise the contribution to the organisation?

What will happen as a result of this to make it all worthwhile? What will be the first step?