

Train the Trainer - Advanced techniques

Duration: 2 days

Audience: Formateur|Concepteur pédagogique

Who is this training for?

Anyone who is called upon to give training as part of his or her duties.

Training objectives

- Gain control, comfort and efficiency in its facilitation
- Develop leadership as a training professional
- Address the new realities of work: virtual and comodal
- Navigate the complexity of learning contexts
- Optimize the management of the group, the climate and its learning
- Increase its impact to create sustainable skills
- Propose innovative training approaches that meet the needs of today's realities and of tomorrow.

Summary

Add new strings to your bow! This training is aimed at experienced trainers who wish to increase their professionalism and perfect their teaching practices. You will acquire solid tools and techniques to adapt to any animation situation with agility and proactivity.

Course outline

Gain control, comfort and efficiency in your presentation

- Establish and maintain credibility: position one's credibility, manage stage fright and stressful situations
- Understand and adopt the different identities: from trainer to facilitator
- Adapt the different approaches according to the contexts, the needs of the learners and the content delivered
- Know oneself as a learner in order to recognize one's biases as a trainer
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Identify your resources to create the desired impression.

Addressing the new realities of work: virtual and co-modal (hybrid)

- Exploring and understanding animation technologies
- Choosing appropriate technologies
- Creating a favorable facilitation context (before, during, after) to the different modes according to best practices.

Taking care of oneself as a trainer

- Understanding the sources of energy at one's disposal
- Exploring how to manage these different sources according to the balance to be achieved
- Choosing appropriate strategies to enrich one's well-being in different contexts.

Managing climates in the training context

- Equity, diversity and inclusion: how to adapt the climate in order to be inclusive of the diversity present
- Reconciling the concerns and needs of learners
- Managing objections arising from group exchanges or new learning
- Addressing changes resulting from the learning process: understanding the need and context of training
- Manage discussions and conflicts that may arise
- Address perceptions and emotions that may be experienced
- Manage relationships with participants, in order to treat your group fairly
- Manage difficult personalities and special characters.

Recontextualize training

- Identify what needs to be sustained
- Define the stages of learning transfer to the learner's reality
- Establish a context and winning conditions for transferring key learning.

Conclude the training with impact

- Understand the landing process of a course
- Carry out an evaluation of the experience at a high level
- Value the experience lived, strengthen the learning posture and the involvement of everyone.

Approach and methodology

The training is based on an advanced and reflective approach, focused on the analysis of complex situations experienced in animation. It favours advanced role-playing, exchanges of practices and coaching between peers, in order to develop agility and the posture of facilitator. Facilitation promotes a strategic step back, allowing you to adapt your practices to various environments (face-to-face, virtual, hybrid) and to current issues.

Prerequisites

Have completed basic training in facilitation (e.g. Training of Trainers) or Have significant experience as a trainer

Recommendations

Have completed the training of trainers (asset, but not mandatory)