



COURSE CONTEXT

- For organisations with in-house trainers that fulfill the need to train other personnel. Who trains your trainer?
- This is an integrated program which is not restricted to conventional train the trainer skills. We cover other aspects of the training and development agenda.
- In-house training can and should tangibly support business objectives and strategies.

COURSE OBJECTIVES

By the end of this course,
Participants will be able to:

- Lead the training agenda across the organisation.
- Groom training skills, both classroom and on-the-job.
- Undertake training needs analysis and plan training interventions.
- Create and use measurement to add value.
- Explain how the in-house trainer can develop through self awareness.

WHO SHOULD ATTEND

- New and emerging trainers who need the skills and knowledge to contribute to business results.
- Existing dedicated trainers who wish to be stretched further in their role.
- Learning and development personnels who oversee and lead the organisations training plans.

RESULTS

Business Benefits

- Directly link planned activities to business results.
- Improved ROI of the sunk cost of training manpower.
- Continuous learning and development as a routine operational activity.

RESULTS

Personal Benefits

- More confident trainers and delivery of training interventions.
- More holistically driven trainer who focus on the broader picture.
- Refined interpersonal skills to support future career goals.

COURSE OUTLINE

Introduction

- The trainer competency framework.
- ROI-driven training.
- Leading the agenda.

Leadership Through Training

- Creating alignment.
- Training as an operational routine.
- Enforcing training.
- Driving the training agenda.

The Psychology of Training

- Refined and high-impact training skills.
- Understandind audience needs.
- Different interventions.
- Classroom vs on-the-job.

Developing Training Skills

- Role-play: classroom training simulations and facilitated feedback.
- Role-play: on-the-job training simulations and facilitated feedback.

Driving Performance Through Training

- Undertaking training needs analysis.
- Results driven training: aligning training methods and content with business strategies.

What Gets Measured Gets Managed

- The role of measurement and putting measurements into place.
- Conducting post-training analysis.