

The Facilitative Trainer

One-Day Workshop for Subject-Matter Experts, Internal Trainers and Managers

With today's rapid pace of change and the need to disseminate information quickly, many organizations rely on internal staff, who have had little to no education on how to effectively train, to lead learning sessions on new products, processes or other critical information. However, many clients tell us that these training sessions often fail to achieve learning objectives because they don't feel engaged, discussions go off-track, participants or the trainer dominate, etc. As trainers and teachers, we know that the single most challenging thing to do is step off the podium and into the role of a facilitator of learning. We know real learning takes place when the trainer stops talking and invites learners to start talking and participate in the process. To do this, trainers need to practice the skills and processes of "facilitative training".



The Learning Opportunity

By the end of the workshop, participants will leave with:

- An understanding of how adults learn and individual learning styles
- An array of techniques to increase group and individual participation in learning
- Methods and practices for becoming a "facilitator of learning" versus teacher/lecturer
- Strategies to deal with resistance, conflict and dysfunctional behaviours in the classroom

Workshop Agenda



AM	PM
<p>Module 1: Setting the Workshop Context</p> <ul style="list-style-type: none">• Welcome & Introductions• Workshop Purpose, Outcomes and Focus• The Importance of Setting Context <p>Module 2: Managing You</p> <ul style="list-style-type: none">• Roles and Beliefs of Facilitative Trainers• Partner Interview Exercise• The Five Core Facilitator Practices (SLAPS)• Enhancing Your Perceived Neutrality and Active Listening	<p>Module 2: Managing You, cont'd</p> <ul style="list-style-type: none">• Facilitative Listening Exercise• Prepping for a Training Workshop <p>Module 3: Managing the Group</p> <ul style="list-style-type: none">• Group Facilitation #1: Facilitative Techniques That Enhance Engagement Exercise• Group Facilitation #2: Setting Norms Exercise• Refereeing Broken Norms• Group Facilitation #3: Defining the "What's in it for Me" (WIIFM) Exercise• Learning Round Up