



## Workshop Description

### Why Attend?

Real learning takes place when the trainer stops talking and invites learners to participate in the learning process. Moving from subject matter expert to facilitative trainer requires an array of engagement techniques to manage the unique set of challenges and opportunities both virtual and in-person training presents.

This workshop is designed to equip participants with the foundational skills and knowledge necessary to conduct active, engaging virtual or in-person learning events with confidence. Participants will engage in two highly interactive half-day sessions with many opportunities to practice new skills and receive coaching and peer feedback in a safe environment.

Facilitation First Inc.  
<http://www.facilitationfirst.com>  
To learn more call 1-888-465-9494 or  
email [info@facilitationfirst.com](mailto:info@facilitationfirst.com)



## The Learning Opportunity

Participants leave this course with ability to:

- State the challenges and opportunities presented by interactive training
- Demonstrate best practices in converting / redesigning / optimizing existing “didactic” classroom training into the facilitative training environment
  - Plan an interactive training session
  - Open a session effectively by providing the right context setting elements
  - Conduct a highly interactive session using available engagement methods and resources
  - List and demonstrate methods for maximizing participant engagement for dry or technical topics
  - Close a session using techniques to maximize transfer of training into skilled performance
- Model both the role of Trainer/Subject Matter Expert (content provider) and Facilitative Trainer (process leader)
- Handle group dysfunction using an effective intervention technique



## Workshop Modules

### Module One: Shift to a New Role to Facilitate Training

- Master Key Roles for Virtual Facilitative Training
- Behaviors Facilitators Must Master
- Partner Exercise: Getting Your Perspective on Facilitative Training
- Shift from Expert to Facilitator
- Core Practices for the Facilitative Trainer

### Module Two: Getting Ready for Facilitative Training

- Optimize Content for Training Delivery
- Facilitate to Ease the Hard Work of Learning: The 'Easy Learning' Model
- Partner Exercise: How Can My Training Ease the Work of Learning
- Use the Facilitative Training Checklist

### Module Three: Launching Training the Right Way

- Exercise: Applying Great Context Setting to My Training
- Why Set Norms in Facilitative Training?
- How to Introduce and Referee Norms

### Module Four: Maximizing Engagement in Training

- Best Engagement Tools for Facilitative Training
- Exercise: Apply Engagement Strategies
- Engagement Dilemma Exercise

### Module Five: Engage Participants in Dry Content

- Using Stories, Human Interest, Examples, References,, Pictures And Asking Great Questions (PHRASE)
- Group Facilitation: Best Practices In Engaging Participants In Dry (But Necessary) Content
- Learning Roundup And Workshop Closure

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