



time to shine

TRAIN THE TRAIN & FACILITATION SKILLS

Course Objectives

Training and Facilitation represents an extremely powerful way of problem solving in groups. Its success lies in the trainer's ability to control and guide a workshop, meeting or team event towards its objective. This course helps individuals to improve their facilitation skills and understand the key skills required to be an effective business trainer.

Course Topics:

ROLE OF A FACILITATOR: when to use facilitation, when not to; the pre-conditions for successful facilitation.

DIFFERENTIAL LEARNING STYLES: how to develop and deliver a training programme to ensure maximum engagement and learning retention.

TYPES FACILITATOR: Pragmatist, Humanist, Behaviourist & Structuralist.

GIVING DIFFICULT FEEDBACK: Using SNIP & Handling Difficult People; what to do when participants kick off between themselves and how to bring back on track.

COLLECTIVE ENGAGEMENT: Heron's 6 Interventions; what to do when participants don't want to engage in the activity; how to ensure that the discussion draws in all participants and viewpoints but remains balanced.

SESSION DEVELOPMENT & FEEDBACK: Differential Learning Styles questionnaire and recommendations for session development. Delegates paired together to develop a 15 minute facilitated session with group feedback given to each participant.