Train the Trainer

Training Overview:

This 1-day, activity-based program equips participants with the knowledge, skills, and tools to become confident, effective workplace trainers for one-on-one or small group instruction. The course focuses on adult learning principles, communication skills, and the Training Within Industry (TWI) Job Instruction Method to ensure that training is understood, retained, and applied on the job.

Training Objectives:

- **Identify attributes of effective trainers** (and ineffective) and their impact on learning
- **Build trust with learners** through credibility, respect, and transparency
- **Understand the trainer's** responsibility for learning outcomes
- **Understand adult learning principles** and how to apply them
- **Connect learning to prior experiences** and explain the â??whyâ?• behind each step
- Adapt training methods to **various learning styles** and learning stages
- **Apply active listening techniques** in training situations
- **Use the communication model** to ensure clarity and understanding
- **Utilize Training-Within-Industry (TWI)** to break a job into defined steps and key points
- **Demonstrate while explaining** both the how and the why
- **Coach learners** through practice until competence is achieved

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