

Context

Organisations are increasingly confronted with the need for lifelong learning. After all, in a rapidly evolving world, it is necessary to constantly acquire new skills and update knowledge. But how do you best support your employees in this? Because lifelong learning also involves the need to pass on lifelong knowledge.

This training has been developed to give knowledge carriers the necessary skills to become competent and confident trainers. Based on the concrete needs of your organisation, we look at which training skills need to be brought in, to lift experienced trainers to a higher level or to allow starting employees to make an immediate impact with their first self-developed training.

Our approach

- ▣ 1,5 à 2 days training, depending on needs.
- ▣ Mix of theoretical underpinnings and practical exercises.
- ▣ Each session offers the opportunity to exchange experiences with other participants.
- ▣ You develop your own training and receive feedback from your fellow students.
- ▣ The learning experience is supported and enhanced through the use of an online learning platform.
- ▣ A training certificate can be provided.

What can you expect?

- ▣ From Expert to Trainer:
 - Turning your own knowledge and competences into an engaging training programme by formulating both striking learning objectives and a tantalising training scenario tailored to your target group.
 - From insight into how adults learn, translating your expertise into an effective learning experience.
 - Creating inspiring and insightful training and course material that supports your training programmes both visually and in terms of content.
- ▣ From knowledge transfer to interactive training:
 - A toolbox full of work formats that appeal to different learning styles.
 - Tips & tricks for standing confidently in front of a group.
 - Learning to play with group dynamics and create engagement with participants.
 - Experimenting with digital tools to create interactive training sessions.



Programme

- ▣ Define learning objectives:
 - Establish social contract with your client & participants
 - Getting to know your target group & understanding context
- ▣ Develop training:
 - Building a training scenario, taking into account learning objectives, different learning styles
 - Getting to know different training and work formats (on/offline, e-learning, self-study,...)
- ▣ Giving training:
 - Giving the best of yourself as a trainer:
 - Discovering and improving your own training style
 - Speaking with enthusiasm in front of a group
 - Being aware of your non-verbal communication style
 - Interacting with participants:
 - Creating engagement during your training
 - Dealing with resistance & giving feedback
 - Measuring temperature by building in intermediate learning stops and adjusting your approach where necessary
- ▣ Evaluate and secure learning outcomes:
 - Evaluate learning outcomes at different levels
 - Transfer to the workplace