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Training 2.0: Train-the-Trainer

Taking Training and Learning to the Next Level

Overview

Breakthrough Approaches to Impact & Accelerate Training:

Experiential Learning and Training Facilitation

Today's organizations are more complex and more dynamic than ever before. The pace of business coupled with the constant change and expanding demands placed on individuals and teams are requiring a whole new way of working together and getting work done. Training and retaining top talent, as well as developing future leaders, has become a major concern and competency for companies to address to be successful. Establishing cultures that foster learning, coaching, and mentoring has become a focal point in order to leverage an organization's greatest assets—their people.

A New Paradigm for 21st Century Training

How do you get training to stick beyond a learning activity or training event? How do you design, develop and deliver programs that are relevant and timely, and that produce measurable results afterward? How do you get people to break out of their familiar or habitual ways of performing, to adopt new ways of being competent in the workplace?

Motivation, tips, and techniques are no longer sufficient for transferring knowledge and skills. Today's technologies are providing a whole new way for exchanging information and communication that can provide real breakthroughs in the sustainability of training and developing your people. From product knowledge and customer service to management and strategic leadership, Distinctions, Inc. provides trainers, facilitators and corporate educators with the processes, methodologies, and practices that allow for real breakthroughs to occur in learning environments.

Experiential Training Design and Delivery

Effective training goes beyond 'stand and deliver'. While strong facilitation skills and program content are important, often there are transparent forces in play in adult learning models that not only foster engagement, but training that causes breakthrough results in behaviors and actions. Blended learning approaches significantly impact the retention and applicability of training for competency development. However, for training to attain levels of shifting behaviors, attitudes and perceptions, training must include experiential learning applications and methodologies.

Experiential Training involves deploying a training design and delivery that allows participants to learn in a safe environment where real thinking and inquiry occurs. It is when participants are led through several modalities of learning including self-discovery, real-world 'been there-done that' experience, situational application, and insight and paradigm shifting. Learning concepts and objectives are distinguished as opposed to transferring information which leaves participants with new openings and a fundamental commitment to adopt and apply new training for increased sustainability and results.

Objectives

Our Training 2.0 Program is designed for people who currently lead and facilitate training and learning programs for corporations and enables them to take training to a whole new level of effectiveness and performance. Topics covered in this highly interactive program include:

- Designing and delivering innovative training that goes beyond knowledge and skill transfer so that training and education sticks, and impacts the successful implementation of training objectives.
- Engage participants to implement and adopt training at an accelerated pace.
- Discover methods for marketing and branding training so that it becomes an important and championed focus at all levels with increased participation.
- Realize how to have training foster a culture of learning throughout the organization.



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- Develop training and performance strategies that encompass a blended approach with coaching, mentoring, and consulting.
- Distinguish training needs for the future to stay ahead of the curve.
- Learn innovative ways to fully utilize and leverage various technologies including webinars, webcasts, experiential learning activities, simulations, PowerPoint presentations and more.

Program Design and Structure

Training 2.0 is designed and delivered as a program within a program. The most effective way to deliver Training 2.0 is to have the participants 'experience' experiential learning. One of our Distinctions@Work programs will be selected to provide additional competency training while providing the experiential experience for the participants.

Day One

A Distinctions@Work program will be delivered as a self-referential training module where participants will not only be engaged as participants in the current training module being delivered, but will at the same time be exposed to the 'behind-the-curtains' of the program to reveal the transformational and experiential components and distinctions of the program.

Day Two

The first half of the second day of the program will further deepen the distinctions of experiential learning and will enable the participants to discover and apply the nature of experiential learning methodologies within current and new programs for the participating client as well as adapt these learning strategies in other training activities and events.

The second half of the second day will be focused on the other parameters of the Training 2.0 program that include how to engage participants in training that further impact outcomes, developing and utilizing various training methodologies and technologies for enhanced learning, and how to utilize appropriate communication and deployment strategies to create and foster a continued culture for learning.

