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this book covers all the key elements of the training process and the problems and pitfalls behind them this extends from handling the client sponsor before the course to reflecting on the lessons to be learned afterwards subjects covered include among others on being a new trainer on the various types of troublesome trainee on coping with treacherous hardware on group dynamics

your fix it guide to training when you need to repair an appliance on the fritz you can consult the instruction manual but if you re stuck when designing or facilitating training what resource can you turn to for solutions to your problem part troubleshooting guide part introduction to training design and delivery troubleshooting for trainers delivers in the moment fixes and longer term solutions for common challenges at every stage of the learning and development process pull it out when you re in a predicament flip to the related challenge listed in the table of contents and find some immediate relief better yet use it to discover tips and strategies that will help you proactively avoid the crises new trainers face covering more than 40 challenges the book offers solutions for when you feel a lack of personal and professional credibility training isn t well regarded you don t have enough resources you have minimal learning design expertise you re uncertain about measurement and reporting metrics live training surprises throw you for a loop you encounter challenging participants perfect for the busy trainer each chapter briefly describes a challenge for trainers offers a series of solutions for overcoming it and includes some resources to go deeper about the topic job aids and sample worksheets accompany the solutions if only i knew this when i was starting out experienced trainers often express this sentiment later in their careers why wait the next time you re at a training impasse troubleshoot your way out

this book is your blueprint for strengthening and conditioning yourself as the best corporate trainer you can possibly be corporate training is a challenging but incredibly rewarding job to help others develop the skills they need to advance their

careers and boost their organizations bottom lines is an awesome privilege to undertake but while your clients are being sharpened into fine efficient successful workers under your watchful eye how are you being developed and refined as a trainer while providing a proven structure for dynamic workshops along with surefire strategies for blending course content with fluid interaction what great trainers do will show you how to organize presentations for maximum impact use activities to connect participants to the content and each other fine tune your delivery listen actively and read the group make presentations interactive adapt the course to fit the participants what great trainers do is a one stop resource to provide invaluable guidance and support for anyone involved with the challenging task of corporate training you re providing them with everything they need don t forget about yourself

this title is a standard reference on training with an established reputation amongst trainers human resource managers and managers covering all the core principles of training this revised edition is accessible and fun and offers insights into achieving success in the constantly changing workplace

written specifically for managers supervisors and trainers who need to communicate new knowledge and skills to people how to be an effective trainer provides a solid framework for maximising your training proficiency skills such as formulating session plans computer based learning and behaviour modeling are all covered as well as advanced learning techniques

written for anyone with any level of training responsibility novice trainers accidental trainers and those with years of experience the professional trainer is a comprehensive all in one guide that covers the entire training process and includes a wealth of practical tools techniques and models experienced trainer robert vaughn provides a step by step guide that includes both conceptual background and a host of hands on tools and exercises he details how to identify and clarify the training needs of the employees and the organization plan and design training on the job off the job and online choose the best

training approach and select media and facilities to support it deliver the training and find out if it worked if you are new to training this book will serve as a complete overview of the process for experienced trainers its many practical tools make it an invaluable troubleshooting reference

t3 train the trainer 10 things every successful trainer should know covers common sense approaches to learning and development for aspiring and already established training specialists this book also gives leaders responsible for training and development in their organizations a framework and foundation to measure their trainers skillset this easy to read guide reviews 10 major areas of training facilitation that every successful trainer must know in addition t3 provides practical answers to questions that many facilitators have and struggle with why the book during a lessons learned discovery session with his new training team training manager tavis banks decided to survey the group about things they might have trouble with while facilitating their training classes the survey elicited questions like what should i do with late or difficult participants how do i handle situations when the equipment has technical issues what do i do if i don t know the answer to the question i m being asked what if the people in the class know more than i do about the subject matter than i do he was excited he thought the questions they had were all great tavis decided to facilitate a t3 or train the trainer session to review and discuss the answers to their questions he would give his training specialists some tools tips and tricks to use while facilitating their training classes tavis couldn t wait to get in front of the team share the experiences he d had over the years and develop his trainers skills the team had a thirst for knowledge and tavis had the answers that would help them learn grow and teach them to be more experienced trainers they would embark on a journey that he hoped would change their careers and set them on the path to training excellence and leadership if they chose about the author tavis a banks is a los angeles native who has spent over 25 years in service to the public he has focused his energy in human resource development in the healthcare industry specializing in technical training customer service training and leadership development early in his career tavis found a passion for

educating others by developing and empowering new and emerging leaders armed with a master of arts in management degree and a phd in common sense tavis has spent the last 15 years dedicated to leading education and training departments in corporate america he has helped bridge the gap between front line staff and senior leadership to take their teams to the next level he has served as a mentor resource and collaborator in the training space and maintains an open door policy with anyone willing to learn team up and discuss thoughts on education and training his passion for teaching has led him to develop training teams at small to large sized organizations like unitedhealth group optumrx and altamed health services tavis is also the chief creative officer of avant garde training group encouraging people to find new and unusual ways to excel at work and in life through leadership development and training

embrace the gritty reality of training ever watched half your class stomp out on you fallen asleep facilitating a creativity workshop planned a bulletproof lesson plan then dropped it 10 minutes after you started don t worry it s fine to confess if you have faced a surprise in the training room chances are jonathan halls has seen it too as a result he doesn t pretend to be a shiny happy trainer anymore his 25 plus years of training and facilitating in 25 countries have taught him not to stress over a less than flawless class and helped him focus less on himself and more on letting his learners shine in confessions of a corporate trainer an insider tells all jonathan tells relatable and charming stories of what corporate training is really about drawing from his highly rated train the trainer workshops and hundreds of honest conversations with like minded trainers he recounts the curveball he was thrown midway through a change management workshop in zagreb croatia and how it showed him the futility of overplanning he shares the time a fire alarm disrupted a training program he led in washington d c and how he embraced the interruption and he reflects on what conspires to knock trainers off their game psst demanding clients heavy workloads and frequent travel are only a few of the culprits discover the gritty reality of training confessions of a corporate trainer will entertain you challenge you and remind you why you as a trainer are so important in today s workplace

this volume is a jargon free hand holding guide for those new to training or those wanting to develop their training skills it covers everything from designing delivering and evaluating training to advice on training as a career also included is an appendix of useful contacts and websites

a book packed with information and practical tips for anyone who wants to work as a trainer or teacher with adults or for any trainer who wishes to improve his or her skills it does not matter what the subject area is you are training in all the information and tips will apply the book contains a few theories around training and that helps you feel better equipped and more knowledgeable but the main focus is on the practicalities and practice that allow you to run your training sessions smoothly and efficiently your participants will be contented and therefore better able to learn the book covers a wide range of helpful and practical topics including sections on what makes a good trainer basic planning and training techniques icebreaker exercises starting with impact setting up and running exercises facilitating training sessions organising and running discussions using visual aids dealing with difficult participants and evaluating the training and the learning a must have book for all trainers seeking personal and professional improvement

teaches you how to prepare deliver evaluate and fine tune presentations features checklists sample forms and lists of essential training resources

this highly accessible comprehensive resource shares the passions and key lessons from an all star cast of respected training professionals the authors covers a range of training topics from designing writing delivering measuring and managing training to developing business acumen they have divided the book into five sections designing training delivering training workforce performance and learning measurement and evaluation and professional development including over 60 articles as well as additional resources on a special site helpful checklists case studies and assessments throughout and an easily customizable

cd the trainer s portable mentor is ideal for anyone new to the field of training and development as well as veterans looking for succinct practical nuggets they can put to use right away

develop top notch trainers for 1000s less rather than spend thousands for off site workshops smart companies rely on how to train the trainer by leslie rae this hands on tool delivers all the practical materials you need to create your own train the trainer program you get 32 lesson plans overhead transparency masters reproducible participant handouts activity briefs and more everything you need to create a half day session or a complete two week seminar each lesson plan packed into this money saving training tool is totally flexible and can be used effectively in any setting corporate industry government use it to teach such basic training skills as role playing communication listening observation and feedback validation evaluation and action planning and more it s the perfect cost saving solution for busy managers who must take on occasional training responsibilities

ready for a new career the book inspiration creates aspiration a guide to help develop new trainers to be the best will put you on the path to a better future make your inspiration become your aspiration realizing that many experienced workers have recently lost long term jobs due to the global economic recession author adrian henson has written this exceptional guide designed to help everyone who believes they have something to offer others gain the ability to embark on a new career as company or freelance trainers this step by step guide tells how to start on the journey as a facilitator of learning in specific areas related to the job seekers experiences it advises those who want a career in training to not only aspire to be good trainers but to become inspirational trainers in achieving this many people will be motivated to become more aspirational wherever they are in the world

in this new book from the author of e learning on a shoestring and better than bullet points jane bozarth has gathered a

wealth of tools from leading training practitioners anyone from the interested manager to the experienced training professional can depend on this book when designing or delivering training this single book contains all the valuable tools of the trade worksheets for assessing training needs and writing goals and objectives checklists for organizing the venue and tools for analysis and structuring content this remarkable resource also includes instant evaluation and measurement surveys which can be customized freely from the companion website in addition bozarth includes a wealth of invaluable advice for trainers at all levels on how to make effective use of props staying energized marketing training programs and other things they don't tell you in train the trainer courses

every trainer's handbook second edition is a practical guide that takes the reader through a step by step process of planning organizing and delivering an effective training program it offers concrete suggestions and guidelines to trainers for enhancing their knowledge and competencies while simultaneously engaging them in a substantive discussion on various concepts theories and issues related to training

every training program is an opportunity to make a difference into someone's life trainers have a task at hand to facilitate organizational objectives enhance individual's effectiveness develop their skills to advance their careers and boost their organizations bottom lines when you experience a workshop of a dynamic trainer the learning feels effortless all the concepts are presented in a distilled easy to understand format and participants look forward to more what makes the training program successful and effective how to conduct a memorable workshop some training programs are being remembered by participants after so many years while some are forgotten in a jiffy according to training magazine organizations spend anything between 1 075 to 1 886 in usa alone for training on each employee annually according to a study the global learning and development industry poised to grow to about 125 billion do we have enough skilled and effective trainers to cater to this

huge opportunity trainers who consistently deliver real value helping trainees learn new skills and adapt to changing situations get noticed by everyone this book will provide you with a comprehensive set of guidelines on all aspects of conducting a memorable and effective training program the exercises presented in this book will ensure that you as a trainer are equipped with all the tools and skills needed to deliver a great training program this book will help you understand the trainers tool kit competencies required to be an effective trainer to appreciate the learning and teaching styles how to structure the training program delivery steps to follow in pre training stage during training and after training stage effective media handling and colour commentary to be used in training delivery use presentation skills verbal and non verbal to make training delivery impactful and effective understand training needs of a given audience learn to assess the effectiveness of training modify training as per feedback and needs of the audience differentiate between teaching and training describe the stages in an effective training methodology distinguish between desirable and undesirable behaviors in training know how to deal with difficult behaviors in the classroom free tool to understand your training style

this book has more ideas on how to add involvement in learning than any one trainer could ever use your students and workshop participants will increase their understanding and retention when you design training activities using the winning trainer this updated and expanded edition is richer than ever before it provides more than 100 ready made handouts learning instruments and worksheets all you do is photocopy numerous examples model dialogues and sample answers hundreds of exercises games puzzles role plays icebreakers and other group in action techniques samples of each technique and ways to effectively use them advice on subjects such as unwilling participants use of the outdoors breaks program endings and storytelling significant new additions to the book include materials on the following topics new easier to accomplish approaches to evaluation roe return on expectations and customer satisfaction as a business indicator a methodology to secure group feedback at the end of the program concerning the trainer facilitator s role and participation in the course an

instrument for the early screening of likely obstacles when transferring training added techniques to ensure that training transfers to the job a demonstration of how to conduct a quick assessment of needs when under pressure to do so keys to successful training in other cultures several new instruments including how to assess one's prowess as a facilitator how to assess trust in a team and how to measure one's CQ creativity quotient two new chapters have been added to treat new material on intelligence and learning principles of adult learning and distance learning in addition numerous new group in action techniques and conceptual materials have been added to the existing chapters this is the one stop source book every trainer needs

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