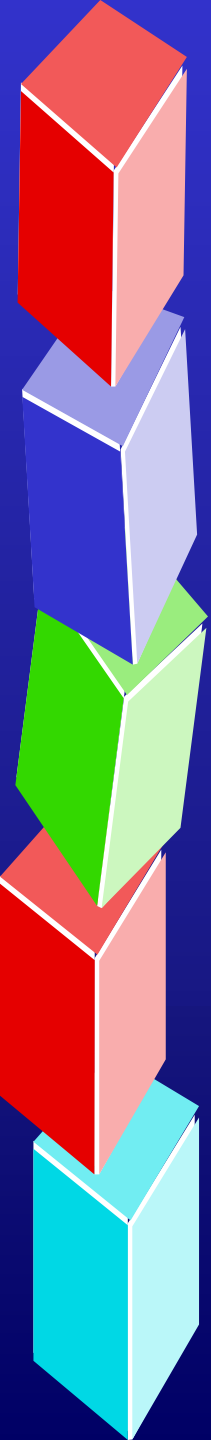


Train the Trainer



**Trainees are an important
and often ignored
resource in instruction.**

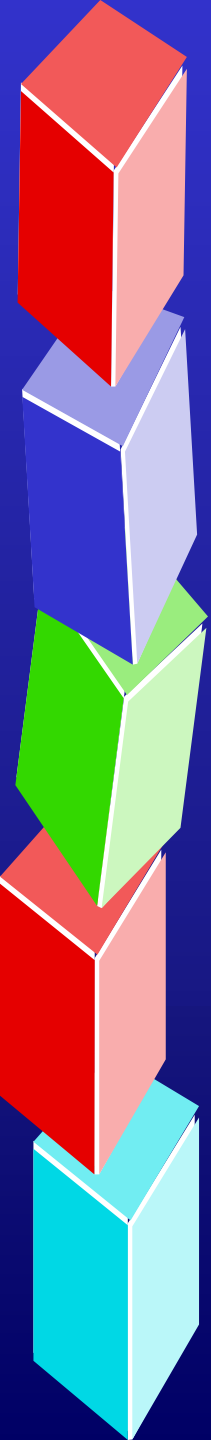


Train the Trainers

- Take time to work with your subject matter experts on good instructional design and presentation skills.
- Involve your trainers in the development of the instructional package.

HOW?

- In train the trainer session, practice what you preach
- Use behavior modeling, ask trainers to observe expert trainer in action
- Stress how the trainer focuses on learning rather than lecturing





Ways to Improve Trainers

- Videotape practice training sessions and provide specific feedback to improve training techniques
- Provide lesson plans to structure and support training activities

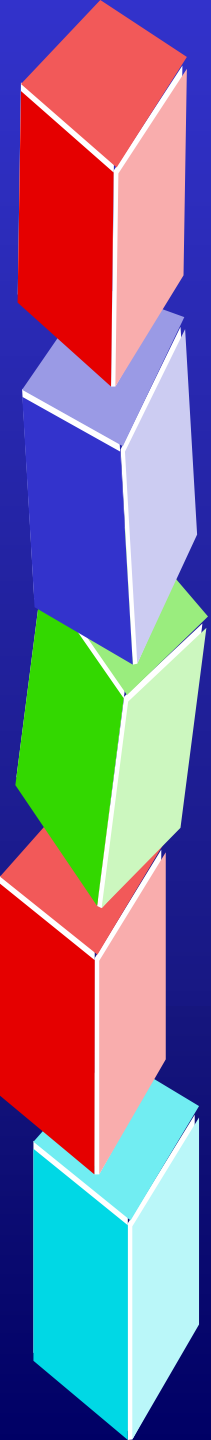


Sample Technique

- Make the subject matter experts **coaches** instead of trainers.
- Explain that their task is to **improve the job performance** of the members of a team.
- Involve them in developing **practical** job aids.

Techniques

- Provide different resources to different trainers and challenge them to teach the materials to their fellow participants.
- Use a blend of cooperation and competition by requiring teams to coach and support each other



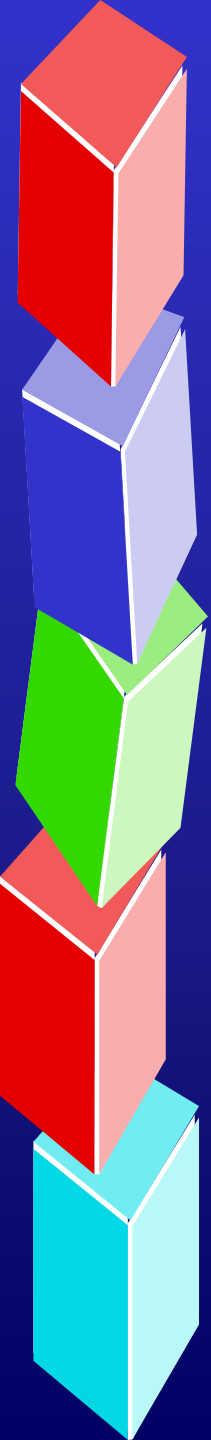


Training Techniques

- By coaching, evaluating, and certifying a few representative trainers, you can build an effective peer learning format.
- Trainers then coach other trainees on an individual basis

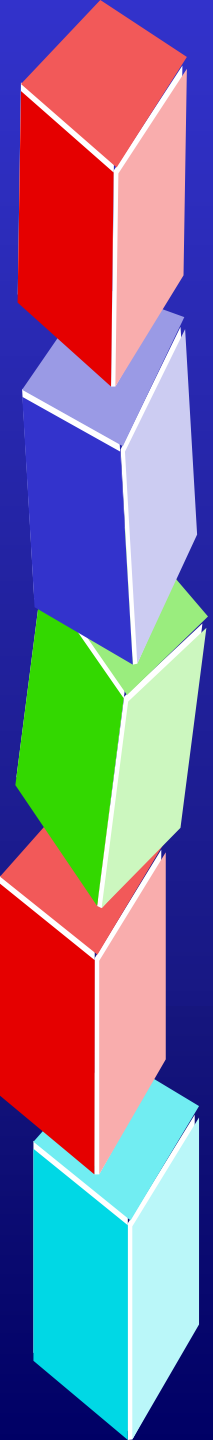
Benefits

- Trainers significantly increase your learning resources
- Peer Training back in the courts lends credibility to your educational program
- Once trained they can be utilized to assist in the development of other instruction.

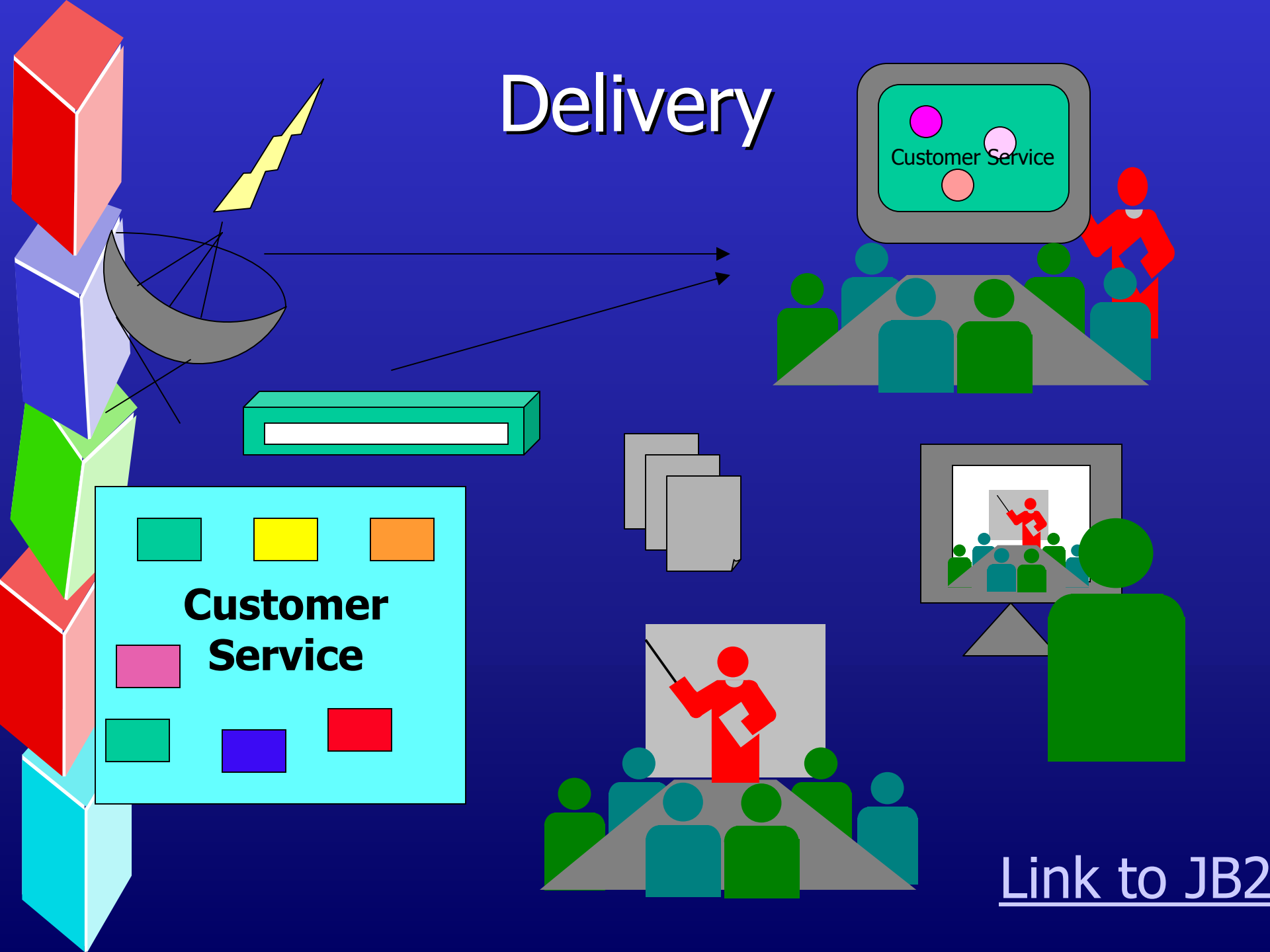


Benefits

Peer training enables you to spend less time on development by utilizing the trainers as a valuable resource.



Delivery



Customer Service

Customer Service

[Link to JB2](#)