

FACULTY DEVELOPMENT PROGRAMME

Overview:

Having decades of experience in training we know that being a trainer is a challenging job. The trainer deals with adults who question everything, want to share their experiences and challenge whatever they feel is wrong. The trainer has to convince a number of experienced, knowledgeable and questioning individuals. She has to facilitate a group of people who are already matured in knowledge into learning something new. For this challenging task, a trainer needs to have some degree of mastery of self and a felicity in dealing with other adults, especially the participant group for the training. The focus of our programme, therefore, is two pronged; one, develop awareness of self and interpersonal relationship for the individual trainer; two, introduce or refresh them with the techniques of training.

OBJECTIVES

- ❖ To initiate an awareness of self in the trainers and how they interact with others, especially with the participant community.
- ❖ Understanding the role of a trainer, the critical areas in adult learning, learning processes and training.
- ❖ To enable participants to acquire use of various methods and tools of training.

Who Should attend:

Members of the facilitator/trainer community of an organization.

Duration:

3 days

LEARNING THEME

Defreezing:

Making participants comfortable with the group so that meaningful interaction takes place during the programme

Role of a trainer:

- Discussing the significance of the role of the trainer
- Expectations of the organization
- Expectations of the participants
- Finding fulfilment and satisfaction in the role

Communication and Listening

- The significance of two way communication
- Importance of listening
- Body language of the trainer

Intra-Personal Process

- Awareness of the behavior of self and others
- Developing the ability to make behavior more functional