

When training new facilitators...



Keep it simple

Work with a few basic tools such as a talking piece, 1-2-4-all, or World Café.



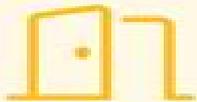
Connect to experience

Create spaces for learners to share what they already know works and does not work in groups.



Practice, practice, practice

Design activities for learners to practice, fail, learn, repeat.



Open the door to a new world

Aim to strike a balance between empowerment and realism.
“I can do this! And also, there is a lot more to learn.”

Facilitators Guide Train Trainer

Xiaolong Qi



Facilitators Guide Train Trainer:

Train-the-Trainer Karen Lawson,1998-06-05 The demand for training often exceeds the available resources That s when organizations turn to their subject matter experts These employees often have no training experience but they have valuable information to share with their co workers The Train the Trainer workshop is the helping hand that no new trainer can do without The Facilitator s Guide gives you the tips tools checklists and guidelines you need to conduct an effective interactive train the trainer program You ll teach new trainers how to Conduct a needs assessment Identify their training style Design their instructional plan Use active training techniques Deliver their training Evaluate their training and much more

Train-the-Trainer Lawson,1998-05-01 **Peer-to-peer Training Facilitator's Guide** Michele N. Costanza,2009 The peer to peer P2P training approach involves small groups of people from similar social groupings who are not professional teachers helping each other to learn The P2P approach has great potential for rapidly identifying emerging lessons learned and integrating them into wide reaching Army training The present research identified the instructional principles and best practices for P2P from academia industry and the military supporting effective P2P training and incorporated them into a Soldier friendly facilitator s guide A formative evaluation was conducted with Soldiers using the guide to prepare and conduct group discussions for a face to face group setting and a distributed group setting where Soldiers were linked via video teleconference One group of Soldiers served as facilitators and used the facilitator s guide to prepare and lead discussions with other Soldiers who served as learners Feedback on the guide was mostly positive with Soldiers indicating that the guide provided an appropriate amount of information and a usable format and tools for structuring and fostering group discussions Ongoing efforts to transition P2P methods into Army training are discussed

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