



**SCANDINAVIAN ACADEMY**  
For Training and Development

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# Course: Train the Trainer: From Design to Delivery

Code	City	Hotel	Start	End	Price	Language - Hours
598	Zagreb (Croatia)	Hotel Meeting	2025-04-07	2025-04-11	4950 €	En - 25

## Program Objectives

**By the end of the program, participants will be able to:**

- Relate their psychological types and/or learning styles to instructional strategies.
- Analyze the basic assumptions and principles underlying adult learning.
- Write specific instructional learning objectives.
- Prepare an outline for a training program of their choice.
- Plan and deliver a training session relevant to their areas of expertise.

## Program Outline:

### Adult Learning

- Assumptions and Principles of Adult Learners
- Characteristics of the Adult Learner
- Implications for the Trainer and the Learner

### Personal Style and Instructional Strategies

- Questionnaire/Instrument on Teaching/ Learning Styles
- Linking Style with Instructional Strategies

### Designing Training Programs

- Why Write Learning Objectives?
- Critiquing Poorly Written Objectives
- Writing Instructional Learning Objectives (ILOs)
- Main Elements of Program Design
- Preparing an Outline for a Training Session
- Model for Program Design
- Outline of a Training Session
- Blueprint for a Training Session

### Choosing the Appropriate Training Method

- From Brainstorming to Case Studies
- Advantages and Disadvantages of Different Methods
- How to Choose a Training Method
- Linking Delivery Methods with Training Content and Adult Learning Principles

### Presenting and Delivering Effective Training

- Fundamentals of Effective Speaking
- Verbal and Non-Verbal Components of Communication
- The Passive, Passive-Aggressive and Aggressive Trainer
- Assertiveness Defined
- The Assertive Trainer: Characteristics and Benefits
- Ways to Get Attention and Maintain Interest
- Elements of Effective Feedback
- Delivery and Critique of Training Sessions



**The Scandinavian Academy for Training and Development employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:**

- **Theoretical Lectures:**

- We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.

- **Scientific Assessment:**

- We evaluate trainees skills before and after the course to ensure their progress.

- **Brainstorming and Interaction:**

- We encourage active participation through brainstorming sessions and applying concepts through role play.

- **Practical Cases:**

- We provide practical cases that align with the scientific content and the participants specific needs.

- **Examinations:**

- Tests are conducted at the end of the program to assess knowledge retention.

- **Educational Materials:**

- We provide both printed and digital scientific and practical materials to participants.

- **Attendance and Final Result Reports:**

- We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.

- **Professionals and Experts:**

- The programs scientific content is prepared by the best professors and trainers in various fields.

- **Professional Completion Certificate:**

- Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.

- **Program Timings:**

- Training programs are held from 10:00 AM to 2:00 PM and include coffee break sessions during lectures.