SCANDINAVIAN ACADEMY
For Training and Development

Course: Train the Trainer: From Design to Delivery

Code	City	Hotel	Start	End	Price	Language - Hours
598	ONLINE	ONLINE	2025-08-04	2025-08-08	1750 €	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.