

From Speaker to Trainer

**TLI Day
1st May 2004**

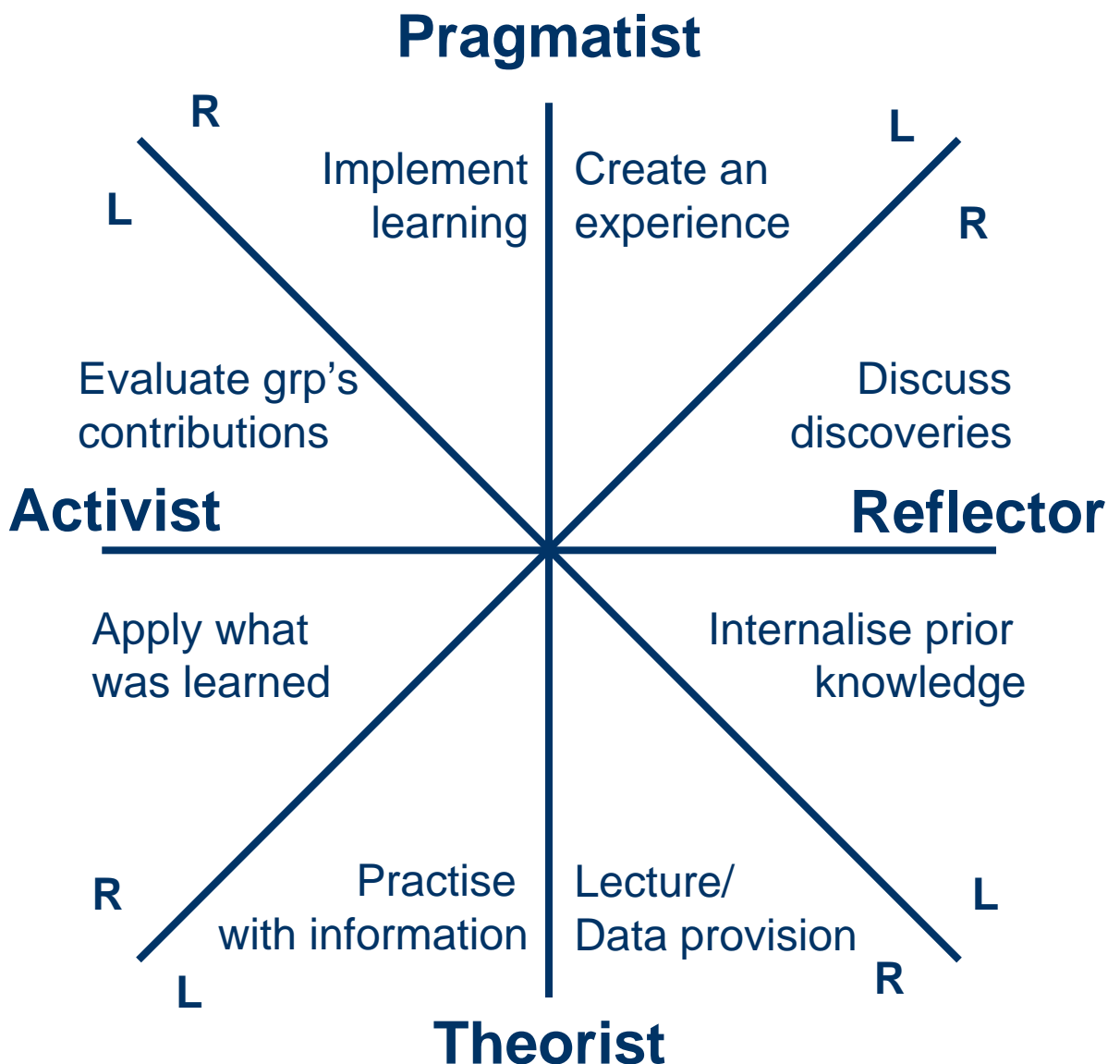
Alistair Munro



Differences between Speakers & Trainers

Presenter:	Speaker	Trainer
Purpose:	Inform Persuade Entertain	Change behaviour through interaction
Style:	One-way communication	Two-way communication
Method:	Tells them what they're going to be told Tells them Tells them what they've been told	Determines what they already know Determines what they need to know Fills the gaps
Tools:	Humour Anecdotes Vocabulary	Lectures Role-plays Exercises Case studies Demonstrations Visual aids Questions
Evaluation:	Applause	Behavioural change

Training Responses to Styles of Learning



The Training Approach

Establish a Rapport / Icebreaker



Assess Prior Knowledge/Learning to determine Training Objectives



Create Lesson Plan based on Adult Learning Needs



**Choose Training Methods
(eg lecture, group work)**



**Apply Facilitation Techniques
(eg visual aids)**



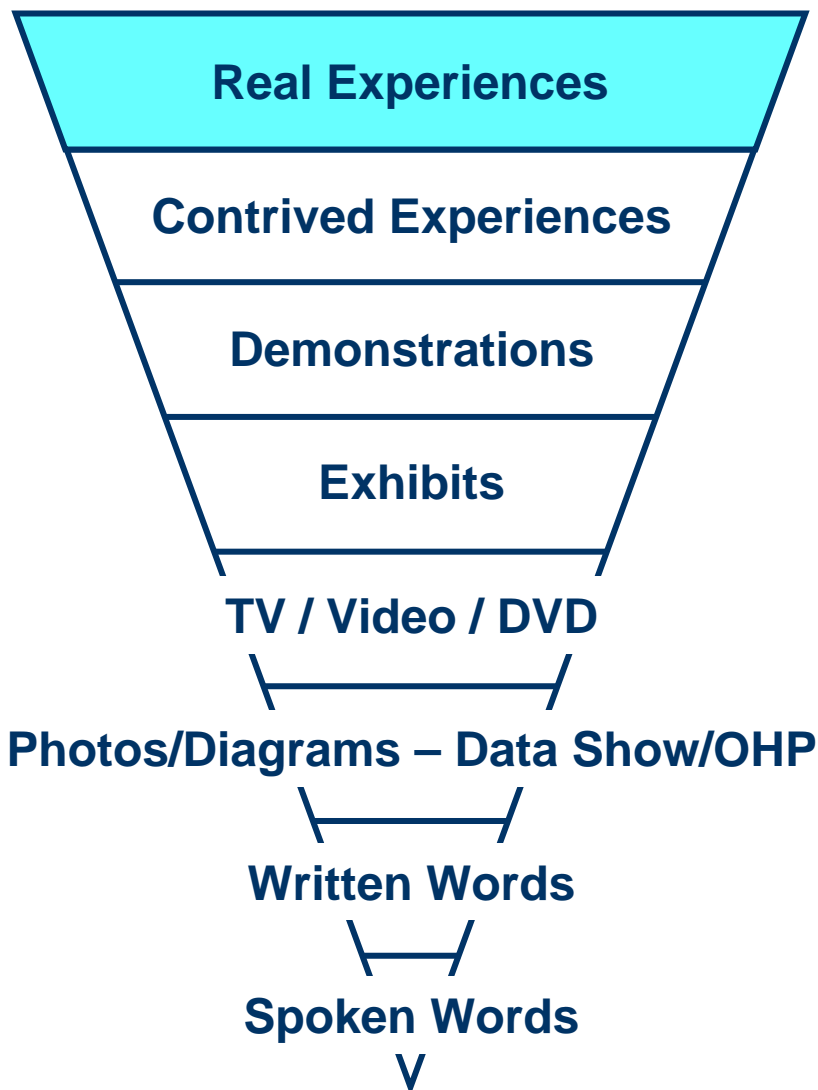
Evaluation

Working in Groups

- **Buzz Groups** (eg Pairs, Triads etc)
- **Rounds**
- **Circular Interviewing**
- **Pyramids**
- **Syndicates**
- **Fishbowls**
- **Crossovers**
- **Poster Tours**
- **Debates**
- **Brainstorms**
- **Line-ups (Continuums)**
- **Five minutes each way**

Working with Visual Aids

The Order of Various Learning Aids



Remember: We learn 80% through seeing & only 10% through hearing

Evaluation

Three Steps in Evaluation

- **Evaluate the Programme**
- **Evaluate the Presenter**
- **Evaluate the Participants**
 - Their feedback on the programme
 - The Participants' learning