

Overview document

What makes a good training of trainers?

The trainings needs have been assessed, and some training goals have been laid down (these can be derived from the original 2013 needs assessment from our Amsterdam conference, and from the proposal. I will add them into the theoretical framework.

- Trainees should be clearly informed about what the training is going to cover and what the goals of the training are.
- Quizzing the participants about the content of the training, and letting them know from the start that we are going to do so, keeps them alert.
- Asking the participants about their own experiences with the contents of the trainings is valuable. Being able to participate keeps the trainees alert, as does a change of speaker during the process.
- Packaging is important as it gives a good first impression of the content of the training.
- Use the training to “build self esteem” – that is, make it clear that the training is designed to enhance skills and deliver new capacity.
- Purpose of training and training the trainers should be to create change. In our case, these changes are in: Skills- how to train colleagues Knowledge- background knowledge on radicalisation and how to prevent, recognise and tackle it, Attitude – recognising that these tasks are also within the professional role of participants.
- Training should use a variety of didactic techniques and paces, this keeps the energy of the participants high.
- Do a mini needs assessment at the start of each training, to assess what people are expecting to get out of it.
- Consider how much detail is needed. Does the audience need to: have an idea how to do it? Be able to do it? Be able to think critically? Be able to come up with creative solutions?

Websites used:

<http://trainingtoday.blr.com/employee-training-resources/How-Conduct-Effective-Training-Session>

<https://www.businesstrainingworks.com/training-resources/train-the-trainer-basics>

http://www.slideshare.net/preethi_madhan/train-the-trainer-power-point-presentation