

# High Impact Training - Innovative Learning Techniques

2 Days **HIT1**

## OVERVIEW

This practical and engaging course will ensure the continued development of trainers by equipping them with the latest in accelerated learning and brain-friendly techniques to engage and connect with their delegates and increase their skill retention.

The course provides the opportunity to develop and practise the techniques using a comprehensive trainer toolkit in a low risk environment, and to receive feedback from peers and experienced Demos trainers. A fantastic opportunity for new and experienced trainers to further their professional development and provide motivational, memorable and dynamic courses.

## DESIGNED FOR

Suitable for both new and experienced trainers who want to either learn new or refresh existing skills to help encourage the effective transfer of knowledge and skills.

## LEARNING OUTCOMES

By the end of this course participants will be able to:

- Build on their existing experience.
- Make training more relevant to the workplace.
- Apply a comprehensive and flexible toolkit of training skills.
- Use different training techniques with confidence.
- Handle difficult situations confidently.
- Be creative in choosing and developing training techniques.
- Adapt their style and method to suit a range of individuals and groups.
- Improve the participation and quality of group discussions.
- Use approaches that encourage learning and development.
- Use approaches that encourage learning retention.

## TOPICS COVERED

### Reviewing your Current Techniques

- Understanding the learning cycle
- Getting inside the delegate's head and understanding their expectations
- The importance of creating a positive and supportive learning environment
- Critiquing your current training style 'Priming'
- How forward thinking can increase retention by up to 34%
- Practical methods of engaging learners before they even walk into the room

### Preparation and Set up

- Fail to prepare, prepare to fail – your essential checklist to ensure event success
- Setting learner states – how to get your delegates in the frame of mind to learn
- The learning environment – easy ways to get it right

### Powerful Introductions

- Your personal brand and body language – video feedback session
- How to gain credibility from your audience
- Selecting and using appropriate icebreakers to relax delegates, break down barriers and encourage participation

### Learning and your Brain

- The learning cycle uncovered
- How do your learners' brains like to learn? – analyse and understand the different ways we process information
- Developing 'brain friendly' learning techniques and activities
- Matching techniques and activities to learning styles

### Accelerated Learning Techniques

- An exploration into the theory and application of the latest accelerated learning techniques to excite and engage all your learners

### Cartooning for Trainers

- Can't draw? It doesn't matter. Learn how to produce quick, colourful and engaging flipcharts to stimulate and motivate.

### Creative Learning Activities

- An opportunity to practice stimulating learning activities including visualisation, jigsaw learning, storytelling, sociograms and debating.

### Handling Difficult Situations

- What causes difficult behaviour in a training environment?
- The successful trainer's handling guide for difficult participants – handy and practical tips to resolve issues
- Avoiding fatigue and the 'post lunch' dip
- What to do when you don't know the answers

### Reviewing and Applying Learning

- How the human memory works – short-term and long-term
- Twenty imaginative and practical ways to review and cement learning
- Transferring learning to the workplace using the Kirkpatrick model
- Measuring return on investment – an introduction to cost benefit analysis
- Closing the session – how to make it memorable

### Personal Development

- Development of a specific action plan to adapt and use new skills and techniques

## EXTRA NOTES

*An equivalent course is available in Arabic. Please call us for details.*