A Train the Trainer Model for Faculty Training Workshops

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Why Train-the-Trainer?

http://www.slideshare.net/coachliz/train-the-trainer-4291238

- Limited number of Trainers
- Expand the pool of expertise
- Establish multi talented and competent work force
- Build a community of practice and knowledge
- Cost effective
What subjects?

• Teaching Methods (esp. for higher level teaching)
• Assessment techniques and tools
• Academic Counseling skills
• New Technology Integration
• ...
A model for Train the Trainer

- Defining training requirements and needs
- Planning & developing the training
- Feedback & interaction
- Carrying out the training
- Reflection & Evaluation of the training
Defining training requirements and needs

• What skills and knowledge the current workforce has
• What needs to be added and/normed
• Who needs to be the trainer
• How much time can be spared for the training
• Elements to help making an effective trainer
• Survey among faculty members
• Survey supervisors
Plan and Develop the Training

- Blended Learning Model
- Pre-reading & Data Collection
- Synchronous session for Group Learning on the content and facilitation techniques
- Asynchronous session for Individualized practice and Learning
- Synchronous session for group reflection and Evaluation
Carry Out the Training

- Information and knowledge sharing
- Team and Individual activities: Hands on
- Self Correction and Reflection
- “Engagement” and “Do”
- Of what we learn we retain approximately:
  10% of what we read, 20% of what we hear, 30% of what we see, 50% of what we hear and see, 70% of what we say, 90% of what we say and do
Help the group achieve specific outcomes through the use of active, participatory, participant-centered methods.

regularly evaluate the process in real time, and can measure how well the participants achieved the stated outcomes at the end of the process.

have made themselves familiar with the organizational culture and context in which they are working, and ensure the processes "fit" that culture.

stimulate dialogue and interaction between participants, not just between themselves and the participants.
Reflection & Evaluation

- Did we meet the objectives?
- What went well to meet the objectives?
- What did not go well?
- Were the training resources appropriate and enough?
- Limitations
- Any additional objectives need to be added?
Things to consider

- What issues might a new trainer faced with, and how can they be addressed/eliminated
- Personality Clashes; Obstructive people
- Resistance to Change
- Aggression
- Training is a skill just like any other
- Factors that can reduce your confidence:
  - personal: confidence, feeling inferior, lack of control, criticism
  - lack of knowledge: being challenged, experts in the crowd, not being up to date
  - Situation: setting, audience, supporting/opposing, noise, etc.