

MDP 13: 'Training of Trainers' (Capacity building to deliver and design training program)

Introduction

Training is to help organisations to meet the challenge of continuous improvement. It is therefore essential that training is designed and delivered effectively. Training is a special skill that can be developed to harness the talent of people. The question is who should be the trainer, what is her role, how she can design and conduct the need based training programme. The knowledge and content is there within the organisations, but what is often missing is the process of how to get this across. This workshop will impart confidence to deliver and design the requisite training programme.

Objective

The workshop aims at providing skills and competencies to Line Managers, Professionals, Trainers and HR Professionals to Design, Deliver and Evaluate Training effectively.

Content

The programme is divided into three modules. The first module deals with Systematic Approach to Training, Writing Training Objectives, Training Methods, and Training Delivery. The second module deals with Design inputs and designing a Learning Unit. The third module deals with Validation and Evaluation of training. Based on these inputs, the participants will give Design Presentation on a chosen topic.

Pedagogy

The workshop is highly interactive and skill oriented. 'Doing' is the only way to learn in this workshop. Besides lecture-discussion, lot of practical skill development sessions will be there.

Target Participant Profile

Executives who are (or wishes to be) involved in Training Function in an organisation as Trainer, Designer, or in the Management of Training.

Duration

3 days

Program Director

Prof(Dr) Sudhir Naib



Prof (Dr) Sudhir Naib has about four decades of rich experience in Union Government and Academics. Author of three academic books- two published by Oxford University Press, and one by Sage Publications. He has conducted MDPs for various Public and Private Sector Organisations.

Department of Personal & Training, Government of India, has accredited him as a National Resource in Training of Trainers. He has conducted number of such programme for Trainers and HR professionals in various Administrative Training Institutes in State Governments, and other Nodal Training Institutes under Government of India.