

Bob Pike's *Creative* TRAINING TECHNIQUES™ Train The Trainer Program



The Bob Pike Group has provided train-the-trainer workshops and consulting services to individuals and corporations for more than 30 years. Clients have been applying Bob Pike's Participant-centered Instructional System to build their learning organizations, to strengthen retention and to enrich desired results.

This comprehensive Instructional System complete with design, delivery and class management components is now being applied to performance-based outcomes to strengthen the business relationship between the training department and the company's business objectives.

The Creative Training Techniques will enable you as a trainer to:

- Increase Development Effectiveness while Cutting Preparation Time
- Decrease Training Time While Improving Results
- Manage Your Classroom More Efficiently
- Energize And Make Training More Participant Centered
- Ensure your training is effectively transferred to the participants

About Bob Pike

Bob Pike, known as the "trainer's trainer", has been developing programs for government entities and businesses since 1969.

He is also the author of *The Creative Training Techniques Handbook* and co-author of several books, including *Dealing with Difficult Participants* and *One-on-One Training*.

PROGRAM OUTLINE

1. Discover the Power of CORE (Closers, Openers, Revisitors and Energizers)

- Effective Closers
- Effective Openings
- Effective Revisitors and Energizers

2. Retention and Learning: What It's All About

- How to apply current research on learning
- The Presentation-Training-Facilitation continuum
- Instructor-led, participant-centered training
- Pike's Five Laws of Adult Learning
- Memory and learning – seven things you need to know

3. Needs Assessment

- Satisfying three key groups with your design and delivery
- Applying the KILI formulas for more sound design and transfer
- The four domains of learning

4. Learner Motivation

- How to keep them learning after you stop teaching
- Eleven ways to motivate adults to apply and transfer what they've learned

5. Participant-Centered Learning Models

- The CPR method
- The three stages of social learning
- Looking at a sample day
- Following the EAT method
- The four levels of learning (AFCM)

6. Choosing Instructional Methods

- Tapping the power of Pike's Instructional Design Grid
- Applying the Involvement Continuum
- Nine considerations of the learning environment and how they impact your design/delivery
- Fifty-four alternatives to lecture

7. Lesson Application

- The two radio stations all participants listen to and how to get them to tune-in to your content
- Structuring action plans-making sure they put it all to work
- Creating a 30-60-90 day action/accountability plan

8. Preparing The Learning Environment

- Pre- and post-preparation and debriefing
- Three key considerations for any room arrangement
- Four characteristics of an ideal training room and what to do when the room is less than ideal

9. Creating An Environment Where Learning Takes Place

- Physical room arrangement
- Having participants set their own standards and norms
- Dealing with difficult participants

10. How To "CTTize" Your Existing Training

- 6 Critical Steps For Increasing The Impact Of Your Current Content

11. Blended Learning

- Benefits and cautions
- Defining the elements
- Basic terminology

12. Generational Difference: Teaching Across Four Generations

- Understanding your audience
- Thirteen participant-centered strategies that work for everyone
- Communication and behavior tips and tricks

13. Applying The CTT Approach To Specific Situations

- Computer training
- Technical training
- E-Learning