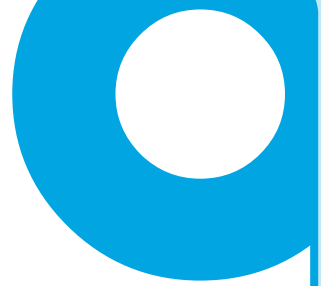




Master

Trainer Training Programs



Enriched Train the Trainer Programs
that will take your trainers to the next level



Shape the Trainer
Inspiration in Classroom



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Trainer Training Programs



361° Master Overview



Organizations invest in their employees on an ongoing basis via their training departments. In some cases, their “in-house trainers” are a critical part of that investment. Such organizations’ Learning and Development plans depend on their internal trainers’ competencies.

A classroom needs to be a place to open minds to learning, a place to connect learners to new environment, new trends, new roles and so on. Apart from knowing their subject well enough, trainers need to deliver impactful sessions and make it a memorable experience for the trainees. They need to inspire the learners in classroom. Yes, they can be ‘trained’ to do so.

Making in-house trainers effective

For internal trainers, working with captive audience for long periods of time poses its own challenges, like

1. They are very much part of the set-up they are trying to shape. This can become a genuine cognitive hurdle in delivering effective sessions. [Learning to stand ‘outside’ can bring freshness to their perspective even while touching upon the same subjects.](#)
2. They might begin to expect people to think and behave in preset ways, based on their other personal experiences with them. Though it is good to be well-versed with contextual realities of the trainees, familiarity runs a risk of leading to unhelpful mindsets. [Learning to detach from relations outside the classroom can help trainers play neutral and be more effective.](#)
3. Their training skills more or less remain bound by their present organization and industry. [Leveraging on cross-industry, cross-organization experiences can prove inspirational for trainers and help immensely in shaping their training sessions.](#)
4. A captive set up can take its toll on the passion and energy that a trainer brings to the table. [It is important to keep it burning through external interventions.](#)



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What you learn?

The program aims to complement in-house training strengths of organizations, through our PIE model - Passion Inspiration Energy in Classroom.

Trainers learn the following:

1. Understanding keys to success:

An exploratory module on - What aspects make some trainers very successful? What among these aspects are learnable and how?

2. Building Self-Esteem:

A module powered by a self-diagnostic test for unraveling linkages between self-esteem and role adequacy, and working on it.

3. Impacting Classroom:

A module to make the trainer look within to create classroom impact in a few critical aspects

4. Role Satisfaction:

A module powered by a self-diagnostic test for measuring one's role satisfaction, and strategizing on its outcomes

5. Case Studies to Learn From:

An exploratory module on observing a few 'non-classical' trainers and learning from them

6. Visualization:

To understand and practice the power of visual words, audio words...

7. On Being a Coach:

A module powered by a self-diagnostic test for one's ability to coach, and learn from its results

8. Power of Expression:

Looking at 'street-play' as a concept and learning about refining expression

9. Learning as Fun:

A module that looks at lightening the learning load through fun in classroom

The above learning is interspersed with individual and group demos

What you get?

At the end of the action workshop, each trainer goes through a 'structured' thought collection exercise and commits to

- Action Strategies for developing oneself as a trainer
- Action Strategies for maximizing classroom impact

Depending upon each one's needs, they commit to practicing these strategies over a specific period after the live workshop.

Learners are given follow-through material to help them maintain the continuity.

They get -

1. Structured Thoughts Worksheet.
2. Group Outcomes Worksheet.
3. Tool kit with Tracker, Planner and Assessments for 'Trainer Role Efficacy' and 'Classroom Impact'.
4. E-touch access for four weeks.
5. Queries are answered on individual training styles and preferred classroom practices.

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361° Master Benefits

- 1. We understand the science of adult learning**

We are essentially a research driven company, and have compiled our own Adult Learning Guide and Remote Learning Manual. We have studied adult learning principles in depth and have delivered high effectiveness programs (measured results) to people across professions and cultures (read more below).
- 2. We understand people across professions & cultures**

We have exposure to many facets of learning and cultures, having created relevant programs for college youth, scientists, teachers, CEOs, parents, entry level to senior managers from 20 nationalities - Australia, China, Denmark, Finland, France, Germany, Hungary, India, Indonesia, Ireland, Italy, Libya, Malaysia, Myanmar, Netherlands, Philippines, Singapore, Sri Lanka, Thailand & Vietnam, working in India, Singapore, Malaysia, Indonesia and Thailand.
- 3. We understand contexts & needs across industries**

We understand business contexts of a variety of industries - Education, Telecom, Software, Hardware, Process Outsourcing and Pharmaceutical, having created and delivered effective learning programs for them. We have met learning needs in a broad span of Knowledge-Skill-Attitude areas - visioning, strategy making, problem-solving, leadership, personal wellness, personal effectiveness, mentoring & coaching, career building, goal orientation, classroom effectiveness and so on.
- 4. We believe in actioning of learning**

Unlike most conventional training programs, we are driven by converting one's learning to "action". Every aspect of our learning design, be it the process or the methodology, is oriented towards this single 'big picture' purpose
- 5. We follow inside-out and self-directed approaches**

Each trainer has his/her unique style of delivering in class, which is shaped by interplay of individual personality and years of experience. This uniqueness needs to be preserved and nurtured. Though true for most learning subjects, it is even more true for shaping trainers. The methods we use in the workshop are 'inside-out' oriented rather than the ineffective 'outside-in' approach. We enable the trainers to track, assess and commit to new growth strategies even beyond the program. We provide them tools and material for democratizing the journey of improvement.

**Five Good Reasons
To choose our trainer training programs**

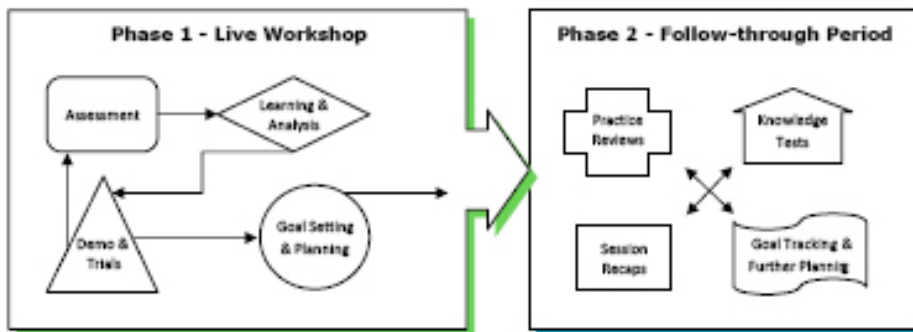


“Action Workshop” Explained



Shaping the Trainer program follows the learning process called “Action Workshop”. Action Workshop in general is a drill-oriented intervention. It follows ‘watch-do-practice-review’ sequence in learning a skill.

For Shaping the Trainer, the Action Workshop methodology consists of assessment, education, demo, goal setting, planning, practice and reviewing - cyclical and linear in parts.



Contact Us

If you require more information on any of our programs or have a specific question, request or concern, please contact us and we would be happy to respond. [Call us](tel:+919176679710) at +91 91766 79710 or [Email us](mailto:post@361dm.com) at post@361dm.com

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