



TRAINING THAT DEVELOPS  
*REAL CAPABILITY*



**Train the Trainer**

LPD015

## Train the Trainer

**This programme is available In-House and currently delivered through virtual classroom training.**

People are an organisation's most valuable asset. Well trained people can massively leverage performance in your organisation plus ensure that understanding, knowledge and skills are passed on in a consistent and systematic way, leading to greater employee confidence and a positive customer experience.

Becoming a trainer is not just about being an expert in a particular field, it requires an insight into how others learn and being able to impart information and teach a skill in a way that is simple and easy to understand, yet essentially meeting the standards required within your organisation. For this good communication skills is essential as is the ability to assess how your learners are doing be it in a group or one to one. Our unique Train the Trainer programme will help you understand and experience the skills needed in training others successfully in a dynamic, multi-sensory format that will dramatically accelerate acquisition and application of knowledge.

### Duration & Price

Duration: 2-3 days

Delivery mode: This programme is available In-Company

### Dates & Locations

*In-Company training programmes are customised for your organisations specific needs. Most In-Company training is now delivered virtually.*

### In-Company Training

Please [contact us](#) for more information on our In-Company training options

## What's covered?

- Theory input, reflection and facilitated discussion on how adults learn best in the work environment, including individual learning style assessment.
- Determine, through group work and facilitated discussion the best approach from a number of models of training proposed. Learner will then carry out practical exercises with peers firstly in the classroom to develop safety and confidence, working towards work based training to develop skill and embed the knowledge
- Based on specific work environment, learners will receive theory input, have an opportunity for reflection, which will cumulate in building a learning intervention which learners will create themselves on what approach works best to ensure consistency when training others.
- Facilitated discussion and reflection around best practise in communicating effectively in the context of what works best in their organisation. Skills practise using new skills with tutor and peer observation and feedback. Skills practise to embed the learning focusing on effective communication.
- Introduction to best practise in relation to assessment/validation with practical exercises around what works best within their specific job roles in their work environment.
- Group reflection on possible challenging situations, theory input and recommendation on how best to approach dealing with these including when to seek support from the relevant person or department in a timely manner.
- Theory input and group exercises around how best to self-evaluate and develop self-awareness for personal development and to support others. Group/sub group discussion on how to self-evaluate and development of self-evaluation process and agreed actions around this and follow up reflective practise based on next steps.
- Appreciate and be able to give and ask for feedback and apply this to a process of “continuous improvement of training”.

## Who should participate?

The programme is designed for both new and experienced trainers and will be tailored to address the needs of each participant where possible.

## What will I learn?

Participants achieve the following learning outcomes from the programme;

- Understand the best approach to instruct and transfer knowledge effectively and consistently in a practical work setting
- Understand and apply different techniques and processes for training different types of topics
- Understand and be able to demonstrate the process for acquiring knowledge and skill within their work environment
- Know the communication process and be able to communicate effectively and confidently with learners
- Be able to assess different challenges to learning and difficult learning situations and apply techniques to deal with these
- Understand and be able to assess/validate learners in both knowledge and skill
- Understand and apply a process for evaluating your own performance as a trainer

## What are the entry requirements?

Level 5 Certificate, Leaving Certificate or equivalent qualifications and/or relevant life and work experiences.

## How do we train and support you?

Building on over 30 years' combined experience in human resource learning and development; the tutor utilises an experiential learning approach to their programmes. This methodology of learning provides an opportunity for learners to engage with, experience and apply the learning in a practical way and also provides the opportunity for learners to receive feedback on their newly applied skills. The opportunity is also provided to learners to reflect on the full learning experience and how this might be of value to them in the achievement of their learning goals.

To assist and continue with skills development, we facilitate via email a post learning reflective practice utilising skills practice sessions recorded during the course. This assists delegates in embedding new learning, gives further support and enables them to define any further actions required. This program offers one to one or group coaching as an additional element to further support the delegate and embed the learning process.

## Tutors



**Emer Doyle**  
[View Profile](#)



**Gina Ryan**  
[View Profile](#)

## What Our Learners Say

We believe in excellence through transparency and continuous improvement. That's why we invite all our delegates to share their experiences on [CourseCheck.com](https://www.coursecheck.com), an independent platform dedicated to genuine, unfiltered feedback. Learner insights help us not only to enhance our training programmes but also empower potential learners to make informed decisions. Click on the link below to read firsthand experiences and testimonials from past learners.



[Click Here](#)



# TRAINING THAT DEVELOPS *REAL CAPABILITY*

SQT provide a unique combination of high quality, accredited, practical training delivered by leading industry experts and supported by the most up to date learning technology and tools

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