

Trainers Need Learning Too (Dec 06)

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The way new hires are trained can determine how quickly they adapt to their new work environment and how productive they become. How well leaders are trained can determine the level of success an organization achieves. Because productivity and financial achievement rely on high-quality training, corporations need their trainers to be the best they can be. To ensure this high standard is met, many companies opt to enroll their learning leaders in train-the-trainer programs. A few of the industry's most popular options are listed below.

Bob Pike's Train-the Trainer Boot Camp promises attendees that it can raise their organization's retention rates, reduce training time by 25 percent and appeal to all adult learning styles. This two-day program travels across the United States, giving businesses the opportunity to take advantage of the workshops without incurring high travel costs. The subjects covered include effective openers and closers, needs assessment, learner motivation and classroom management. To learn more, see www.bobpikegroup.com/pages.asp?pageid=14699.

With a series of one-, two- and three-day in-house workshops, The Training Clinic provides a wide range of training programs that are customized to meet clients' needs at no additional cost. The topics covered include climate setting, selective lecturing, organizational and staffing strategies, and orientation programs. To learn more, see www.thetrainingclinic.com/inhouse/ttt/ttt.htm.

Using 25 public and in-house workshops, Langevin Learning Services has helped several top companies develop some of the best training programs in the nation. As the world's largest train-the-trainer organization, it offers specialized workshops for instructors, designers and managers. The subjects it covers include humor in training, professional presentation skills, Web-based training and project management for trainers. To learn more, see www.langevin.com.

Led by Ruth Colvin Clark, who has a doctorate in instructional psychology/educational technology, Clark Training and Consulting offers several public, in-house and online learning options for trainers. The company also offers several special programs, featuring one- to two-hour speakers and/or a full-day program. The topics covered include efficiency in learning, the science of instruction and developing technical training. To learn more, see www.clarktraining.com/schedule.php.

TrainSmart's customized train-the-trainer workshops teach participants how to train new hires, as well as how to redirect the work of seasoned professionals. Focused on giving managers, team leaders and supervisors the training skills that are often reserved for specialized learning professionals, TrainSmart teaches leaders how to develop training programs for themselves. Its on- and off-site programs focus on communication and learning styles, the elements of a positive learning experience, training materials design and more. To learn more, see www.atstrain.com/index.htm.

With introductory classes, on-site training programs, on-the-job training and distance learning modules, Leadership Development has learning solutions to meet almost any training need. Its comprehensive course, which is delivered in five two-day sessions, helps organizations develop their own training program, create training manuals and build effective presentations. To learn more, see www.leadershipanswers.com/TrainTrainer.asp.

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