

LEARNING LEADERS – TRAINING OF TRAINERS

30th January – 2nd February 2011

Nowadays it is key to have people who know how to add value, who are able to learn and who can easily share their learning with others in order to build knowledge in the organization. To do this, they must have tools that make learning a meaningful and active process. They must know how to actively integrate their own “Learning Partners” in the building of knowledge and stimulate them to be conscious of their own learning and change process.

“Learning Leaders” is an exciting learning experience about training and facilitation techniques, which transforms learning partners into more powerful facilitators and trainers, and enhances their personal and professional competitiveness. “Learning Leaders” occurs in a very practical context and focuses on delivering useful and applicable tools.

“Learning Leaders” shows a better way to “learn to learn”, to creatively facilitate learning to others and to switch from old, non-effective teaching practices to new training skills. Through their active participation in “Learning Leaders”, participants will acquire tools that allow them to collaborate with the learning of others, from a new and more powerful perspective as trainers that produces much better results than traditional pedagogical approaches.

SPECIFIC OBJECTIVES: Through their active participation, by the end of the learning experience, the learning partners will:

- Understand the importance of the learning partner’s participation in a learning experience, and know several strategies to stimulate and encourage it;
- Identify 4 Key Adult Learning Principles and how to take advantage of them for the benefit of a learning experience;
- Know the advantages of promoting cooperative teams and how to use them for the better development of a learning experience;
- Comprehend the Multiples Intelligence Model proposed by Howard Gardner and its application for the development of creative training techniques;
- Know basic elements of creative learning experiences design.

CONTENT:

Day 1: A BETTER LEARNING CONTEXT

This section explores the basis of a new training model and how to create a better context for learning to happen. Participants revise some of the principles of adult active learning and discover why it is key to constantly stimulate participation during a learning experience. Specific content:

- Creating a context for better learning
- The power of active learning.
- Principles of adult active learning.

Day 2: CREATIVE LEARNING

Participants explore the relationship between creativity and learning, revise the importance of “social learning” and learn specific formulas to develop and conduct a successful learning experience. Specific content:

- Team collective learning
- Powerful opening and close.
- Creativity and learning.

Day 3: MULTIPLE INTELLIGENCES AND LEARNING

Participants discover the powerful Multiple Intelligences Model developed by Dr. Howard Gardner and how to use it to create and conduct better learning experiences, explore the relationship between emotion and learning and learn how to use tales and metaphors during any learning process. Specific content:

- The emotion of learning.
- Multiple Intelligences in action.
- Tales and metaphors to learn.

Day 4: A NEW CENTER FOR LEARNING

Participants learn specific language tools that enhance learning, know how to utilize questions in a non-threatening way and revise once again the elements that help create a better learning environment. Specific content:

- Language to learn.
- The value of questions.
- A new space for learning.

LEARNING STRATEGY: “Learning Leaders” combines different training and presentation strategies with practical exercises and small training sessions led by the participants. This enables the participants to experience and directly put into practice the new skills they learn during the training course.

PRE-REQUISITES:

- Participants should have a good working level of spoken and written English.
- Preferable (but not essential) to have already completed one or more of Groupe URD/ACBAR’s training courses in Kabul.

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