



# The Field Guide for Trainers: An Expedition to Discover Better Training Skills

## About the course

Being a successful trainer requires the mastery of specific skills, many of which are *not* the ones that trainers focus on. In this course, we go on an expedition to discover these elusive skills, to study them in their natural habitat, and identify how to make them part of your own natural style.

## Audience

Anyone who trains others in a group setting and wants to improve their training skills: new trainers, occasional trainers, accidental trainers, and experienced trainers who want a refresher and some fresh ideas.

## Course objectives

- To discover what makes instructor-led training effective.
- To apply the Torrance Incubation Model of Teaching and Learning as a method for structuring training, and to extend learning before and after the class session.
- To discover and make use of your natural training style.

## Time investment

- Before the class session: 4-6 hours
- During the class session: 16 hours
- After the class session: 4-6 hours plus each participant's ongoing commitment to apply the learning

## Class size

We recommend a minimum of six, and a maximum of 12 participants. This smaller group size will allow adequate time for individual presentations and feedback.

## Customization

All OmniSkills courses are tailored to your organization's needs and goals, and to the specific group taking the course. For more information about customization, contact us using any of the methods below.

## Concept Description

Great trainers are not born, they are made. This two-day workshop will make you a better trainer, no matter how long you've been delivering training.

We'll do this by taking a journey into the wilds of training, in metaphor, beginning with mapping your route and ending with reflecting on your trip. Interactive, fun, and filled with live practice and experience sharing. Dress comfortably: this is a fast-paced, high-energy, high-interaction event.

Included in this course is an introduction to the Torrance Incubation Model of Teaching and Learning (TIM), which provides rationale and ways to extend learning before and after the class session. Course topics include:

- how to prepare
- how to begin a class
- how to capture and keep attention
- how to gain and maintain credibility
- how to involve the learners
- how to enliven any material
- how to create and manage exercises
- how to ask and answer questions
- how to handle problems
- how to plan and follow the arc of a workshop
- how to end a class
- how to find and fine-tune your training style

Like OmniSkills' *The Field guide for Presenters* workshop, *The Field guide for Trainers* is conducted in metaphor, with participants taking a journey into the wilds of training – and discovering new skills and new confidence.

Participants will become more comfortable with training only by practicing. Therefore, each participant will deliver several short training segments. All segments will be timed and video-recorded. The facilitator, as well as the other participants, will offer feedback to the trainer in a spirit of mutual learning and improvement. Participants will keep their own videos as a further developmental opportunity.

## Learning Design

OmniSkills uses the **Torrance Incubation Model for Teaching and Learning (TIM)** as our framework for learning design. Developed by education and creativity pioneer E. Paul Torrance, TIM's three-phase structure – heighten anticipation, deepen exploration, and extend learning – extends learning beyond the classroom event, in both directions. Pre-class activities heighten anticipation for the class and move the base learning out of the classroom. In-class activities, in which we deepen exploration of the subject, are therefore richer and more valuable, taking full advantage of the classroom's participatory group environment. Post-class, we extend learning into the workplace through a rich assortment of activities and media. Only OmniSkills makes this commitment to successful learning by adding these components at no additional cost. For more information, visit [www.omniskills.com/tim](http://www.omniskills.com/tim).