Module III: Training Methods and Trainer's Skills and Styles

Training & Development- SESSION 23

Topics

Module III: Training Methods and Trainer's Skills and Styles Cont…

Modern Training Methods

Objectives

Following this presentation you should be able to complete the following objectives:

- *Describe the Modern Training Methods*

Modern Training Methods

Scenario Based Learning

- It is a popular Instruction Design approach that uses real-life situations.

- It helps learners learn through relatable situations.

- It can also be used to check-point or validate their learning.

- Additionally, Scenario Based Learning provides room for learners to practice what they have learned (in a safe environment).

- More significantly, it can be used as a powerful approach to help learners understand the impact of their choices or consequences of their decisions.
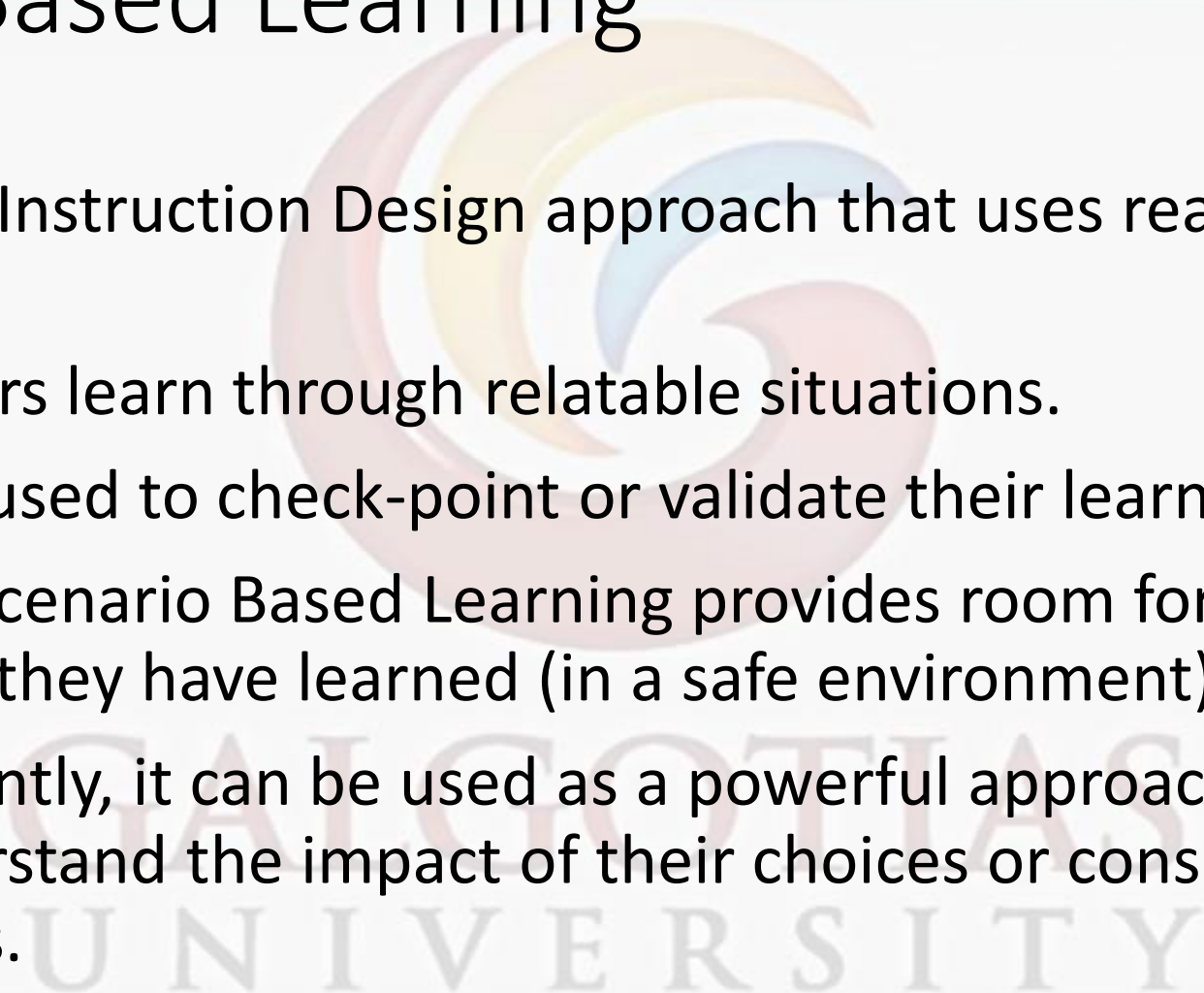
Attributes to be considered before delivering the training program are:

- The trainer,

- The trainees,

- The curriculum,

- The training materials,

- The time and sequencing,

- Location, and

- The physical facilities and training equipments.

12 Types of difficult participants

- The Shy or Quiet One
- The Challenger
- The Dominator
- The Unfocused
- The Super achiever
- The Center of Attention
- The Joker
- The Argumentative One
- The Know it All

Competencies of trainers:

The competencies identified in Models for HRD Practice by McLagan in 1989 and later adopted as a definitive model of competencies by the American Society for Training and Development (ASTD) are as under:

-Technical competencies

-Business Competencies

-Interpersonal Competencies

-Intellectual Competencies

- **Technical competencies:** –

-Adult-learning understanding

-Competency identification skill

-Electronic-systems skill

-Media selection skill

- **Business Competencies:**

-Budget and resource management skill

-Business understanding

-Organization behavior understanding

-Organization development theories and techniques

• Interpersonal Competencies:

-Coaching skill

-Feedback skill

-Negotiation skill

-Questioning skill

-Writing skill

• Intellectual Competencies:

-Data-reduction skill

-Information-search skill

-Visioning skills

Steps involved in hiring and training trainers:

1.Vacancy identification: The training manager should identify the need for hiring trainers.

2. **Job analysis and competency mapping**: Job analysis brings out the job description and the job specification.

3.Estimate the cost and obtain sanction: The training manager should estimate the cost involved for hiring, training and retaining trainers

4. **Recruitment and Selection of Trainers**: Recruitment involves communicating and motivating qualified persons to apply for the job.

5.Training the trainers: Trainers require both domain expertise and training delivery skills. All trainers are required to be trained in the areas in which they are deficient.

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