

# Course : Training Trainers

Practical course - 2d - 14h00 - Ref. MOF

Price : 1320 € E.T.

★★★★☆ 4,7 / 5

BEST

This course will show you how to design, lead, and evaluate a training session. It will teach you how to develop a goal-oriented instructional progression and fully integrate the notion of empathy into a knowledge transfer action.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Create goals and an instructional progression
- ✓ Design and use educational materials
- ✓ Master group leadership techniques
- ✓ Manage difficult situations in training
- ✓ Evaluate the training action

## Intended audience

Trainers or anyone in a position to train others regardless of the topic.

## Prerequisites

No particular knowledge.

## Practical details

### Hands-on work

Exercises in writing educational goals and building materials. Group leadership scenarios. Discussing practices.

## Course schedule

### 1 Building an educational goal

- Studying the best approach for creating a training action.
- Knowing how to break a session down into modules that incorporate the duration and type of activities: Goal-oriented education.
- The difference between training goals and educational goals.

### Exercise

Writing educational goals for a training session.

### PARTICIPANTS

Trainers or anyone in a position to train others regardless of the topic.

### PREREQUISITES

No particular knowledge.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## 2 Building an instructional progression

- Defining a progression suited to the participants' professional goals.
- Spotting and choosing appropriate methods: Lecture, group exercises, scenarios, etc.

### Exercise

Writing the progression and standard materials for a training session, lead the presentation.

## 3 Giving a lecture

- Creating a lecture: Plan, content, form.
- Understanding the importance of non-verbal and para-verbal communication.

### Role-playing

Simulations of training sessions: Each participant prepares a lecture and delivers it. Group debriefing.

## 4 Introducing yourself and the training

- Successfully opening and closing the course.
- Endorsing different "roles" for the trainer.
- Making participants "want to be there".
- Probing the training needs of your audience.

### Role-playing

Exercise: Successfully opening a course. Group debriefing.

## 5 Controlling the group

- Getting familiar with the group.
- Knowing the group's structural rules.
- Knowing how to listen and show empathy.
- Learning how to rephrase and get others to do so in order to verify how far they've gotten.
- Managing delicate situations: Conflicts between participants or with the trainer.

### Role-playing

Exercise: Managing the group dynamic in a training session. Group debriefing.

## 6 Using instructional aids

- Choosing helpful educational materials during and after the course.
- Working with ease on visual aids in the room.

### Exercise

Designing and implementing educational materials.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

## 7 Learning evaluation techniques

- Knowing the difference between a satisfactory training and an effective one.
- Going around the room in a way that's useful: Techniques.
- Writing the trainer's report: Essential points and ethical aspects.

### Exercise

Creating an evaluation questionnaire and testing it in real time. Discussions.

## Dates and locations

### REMOTE CLASS

2026 : 20 Apr., 21 May, 15 June, 15 June, 15 June, 10 Sep., 10 Sep., 10 Sep., 19 Oct., 19 Nov., 10 Dec., 10 Dec.

### PARIS LA DÉFENSE

2026 : 20 Apr., 21 May, 15 June, 10 Sep., 19 Oct., 19 Nov., 10 Dec.

### LILLE

2026 : 15 June, 10 Sep.

### BRUXELLES

2026 : 15 June, 15 June, 10 Sep., 10 Sep.

### LUXEMBOURG

2026 : 15 June, 10 Sep.