

TRAINING FOR TRAINERS SITE CERTIFICATION

Training, certifying and resourcing the in-house delivery of Blanchard® learning programmes.



"The job of a leader is both a responsibility and an honour."

Dr. Ken Blanchard

AIM

Our aim is to train, certify

and resource the in-house delivery of Blanchard® learning programmes, to the standards whereby participants become -

- Knowledgeable about the programme content and flow
- Excellent facilitators of the learning programme
- Passionate about what they are training
- Committed to unleashing potential in others through their facilitation of the learning programme

For

In-company employed personnel nominated to train Blanchard® leadership programmes within their employing organisation.

Duration

Two to three days following completion of the specific Blanchard® learning programme selected for in-house training delivery.

Authority

Blanchard International Group New Zealand Limited is licensed by The Ken Blanchard Companies to train and certify in-house employed trainers in client organisations to deliver within their organisation specified Blanchard® learning programmes.

Process

- Phase 1. Candidates first complete training in the specified Blanchard® learning programme
- Phase 2. Candidates then complete the Training for Trainers Site Certification Workshop

Benefits

- **Validity:** When you source genuine Blanchard® learning programmes you can be assured that you are providing your people with world class, professionally designed, learning and development.
- **Economy:** User organisations economise by eliminating overhead and operating expenses for programme research, origination, design, testing, and consultant training delivery. Direct economic and organisational productivity gains are made by tasking certified in-company

trainers with delivering the training and following-up with sustainment best practices.

- **Legality:** By adhering to the intellectual property procedures as authorised in the Leadership Trainers Site Agreement, certified in-company trainers and their employing organisations are assured of the safe, legal use of Blanchard® proprietary materials.

AGENDA

- 1. Introduction.** Participants are welcomed to the workshop and introduced to the session plan.
- 2. Trainer Development.** This session previews the Trainer Certification Standards, the Trainer Self-Assessment Log, and a Training Techniques Checklist. Participants prepare an Individual Trainer Development Plan and preview the Session Evaluation and Self Scoring Forms.
- 3. Knowledge Review.** This session starts with an interactive warm-up quiz and answer session to review knowledge of the learning programme, followed by a preview of the learning programme Facilitator Guide. They then prepare for and deliver a preliminary Practice Presentation to outline the content flow and key learning points of the learning programme design. Finally in this session participants self and peer score a preliminary Knowledge Test in order to discover any learning gaps for further development during the workshop.
- 4. Trainer Assessment.** In this session participants consider being a Story Teller, learn a Team-Trainer Preparation format, use a Presentation Preparation Format, and prepare for and present Assessment Presentations.
- 5. Training Implementation.** The mechanics of the role are overviewed with a review of the Individual Trainer Acknowledgement/Agreement, a preview of the training preparation, delivery and follow-up administration processes, and a method to analyse and draft a Training Implementation Action Plan.
- 6. Trainer Certification.** The process finishes with participants completing their learning programme Knowledge Test and a Trainer Self-Assessment Log, followed by Trainer Certification and closure of the workshop.

ACHIEVEMENT

Participants will have been trained in the knowledge, skills and resources and assessed for certification to facilitate the specified Blanchard® learning programme within their employing organisation.

INQUIRIES

For more information please contact us at:

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