

Module 1: Foundations of Professional Training

Course Outline

Introduction to the Role of a Professional Trainer

The difference between teaching and training; responsibilities and ethics of a trainer.

Adult Learning Principles

Understanding andragogy vs pedagogy; learning styles and motivation in adult learners.

Training Design and Session Planning

Structuring effective training sessions; setting objectives and measurable outcomes.

Facilitation and Delivery Skills

Managing group dynamics and engagement; using storytelling, questioning, and feedback effectively.

Assessment and Continuous Improvement

Evaluating learner progress and training effectiveness; reflective practices for trainer development.

Learning Outcomes

- 1 Design professional training sessions that align with learner and organizational needs.
- 2 Apply adult learning principles to improve engagement and retention.
- 3 Facilitate sessions confidently using diverse delivery techniques.
- 4 Evaluate and refine training effectiveness based on feedback and results.