

Advanced Training the Trainers for High-Impact Learning Experiences Workshop

Overview

Great facilitators do more than deliver information—they create conversations that challenge thinking, inspire participation, and translate learning into workplace action. This advanced Train-the-Trainer workshop is designed for experienced trainers, leaders, HR professionals, subject matter experts, and learning facilitators who want to elevate their facilitation beyond presentation.

Through immersive practice, coaching, and real-time feedback, participants will strengthen their facilitation presence, master learner engagement strategies, facilitate meaningful discussions, handle challenging participants with confidence, and deliver learning experiences that are memorable, practical, and results-driven.

The program culminates in a coached facilitation practicum where participants apply advanced facilitation techniques in a realistic training environment.

Objectives

By the end of the workshop, participants will be able to:

- **Analyze** learner behaviors, group dynamics, and facilitation challenges to determine appropriate engagement and intervention strategies.
- **Facilitate** learner-centered discussions using advanced questioning, debriefing, coaching, and adaptive facilitation techniques that encourage participation and critical thinking.
- **Evaluate** their own facilitation performance and develop an action plan for continuous improvement using structured feedback and reflective practice.

Who Should Participate

- Those who already have a foundational understanding from the Basic Training the Trainers workshop
- Managers, Supervisors, and other key leadership positions
- Business Owners

Key Topics

Module 1 - The Facilitation Mindset

"Moving Beyond Presentation"

- Trainer vs. Facilitator vs. Learning Experience Designer
- Characteristics of High-Impact Facilitators
- Building Credibility, Presence, and Influence
- Creating Psychological Safety from Minute One

Activity: The Best and Worst Facilitator - Participants identify facilitation behaviors that either encouraged or discouraged learning.

Module 2 - Facilitating Learning That Sticks

"Creating Experiences, Not Just Sessions"

- Advanced Adult Learning Principles
- Designing for Engagement Instead of Information
- Using VOAR with Purpose

oValue (WIIFM)

oObjectives

oAgenda

oReview

- Structuring Smooth Learning Transitions

Workshop: Participants redesign the opening of a training session using the VOAR framework.

Module 3 - Mastering Learner Engagement

"Reading the Room and Adapting in Real Time"

- Understanding Different Learner Behaviors
 - VAK Model and Multi-Modal Facilitation
 - Maintaining Energy and Participation
 - Encouraging Inclusive Discussions
 - Managing Quiet, Dominant, and Resistant Participants
- Scenario Practice:** Teams rotate through common classroom challenges and facilitate appropriate responses.

Module 4 - Advanced Facilitation Conversations

"The Art of Asking, Listening, and Debriefing"

- Asking Questions That Stimulate Thinking
- Probing Without Leading
- Redirecting Questions to the Group
- Active Listening Techniques
- Conducting Powerful Debriefs
- Turning Learner Responses into Teaching Moments

Facilitation Drill: Participants facilitate short discussions using only questions, followed by peer coaching.

Module 5 - Facilitator Presence and Delivery Excellence

"How You Deliver Matters"

- Voice Control and Vocal Variety
- Body Language and Movement with Purpose
- Using Silence Effectively
- Storytelling for Learning
- Managing Time and Transitions
- Recovering Gracefully from Mistakes

Activity: Participants deliver a three-minute story and receive feedback on delivery and presence.

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Module 6 - Facilitating Learning Beyond the Classroom

"Creating Lasting Behavioral Change"

- Learner Transfer Techniques
- Reflection and Action Planning
- Reinforcement Strategies
- Coaching Participants Toward Application
- Closing for Commitment, Not Just Completion

Workshop: Design a meaningful learning transfer activity for an existing training topic.

Module 7 - Facilitation Masterclass Practicum

"Putting It All Together"

Each participant delivers a 5 to 7-minute facilitation segment demonstrating:

- A compelling opening with VOAR
- Creation of psychological safety
- Effective questioning and discussion facilitation
- Learner engagement techniques
- A structured debrief
- A meaningful review and close

Participants receive structured facilitator and peer feedback using a competency-based observation guide.

Time

- 9:00 am - 4:00 pm

Venue

- Unit 705-D Atlanta Centre, 31 Annapolis St., Greenhills, San Juan City, Metro Manila

Seminar Fee

- Php 4,000.00 per participant (inclusive of snacks, lunch, seminar kit, handouts, certificate of attendance)

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