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.

Reserve now! Call us at:
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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 4,500.00 per participant (inclusive of snacks, lunch, seminar kit, handouts, certificate of attendance)

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