

Module III: Training Methods and Trainer's Skills and Styles

Training & Development-

SESSION 24

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Topics

Module III: Training Methods and Trainer's Skills and Styles Cont...

Modern Training Methods

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Objectives

Following this presentation you should be able to complete the following objectives:

- *Describe the Modern Training Methods*

The logo of Galgotias University is a stylized 'G' composed of three overlapping, curved shapes in shades of yellow, blue, and red. Below the logo, the text 'GALGOTIAS UNIVERSITY' is displayed in a large, light grey, serif font, with 'GALGOTIAS' on the top line and 'UNIVERSITY' on the bottom line.

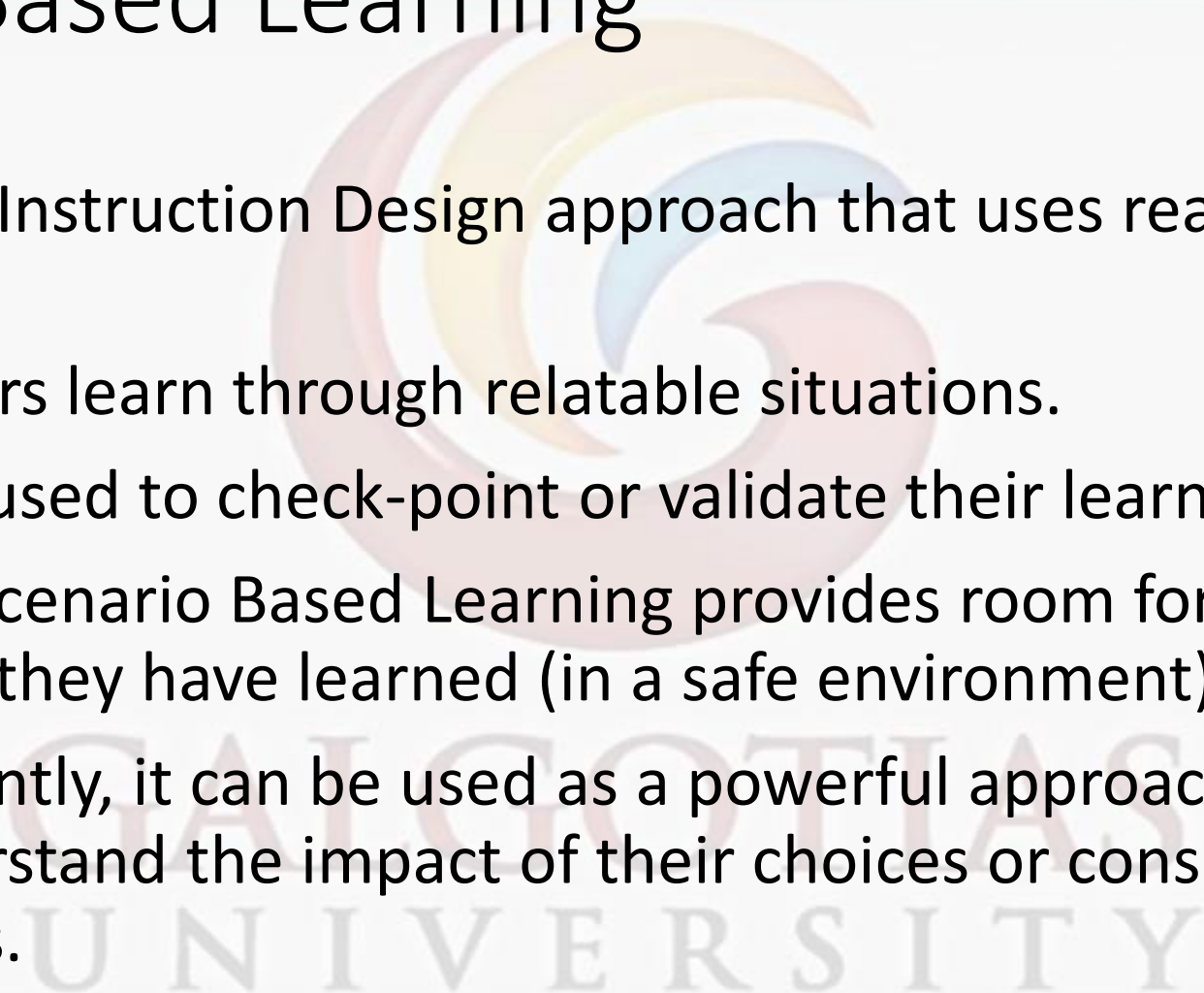
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Modern Training Methods

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Scenario Based Learning

- It is a popular Instruction Design approach that uses real-life situations.
- It helps learners learn through relatable situations.
- It can also be used to check-point or validate their learning.
- Additionally, Scenario Based Learning provides room for learners to practice what they have learned (in a safe environment).
- More significantly, it can be used as a powerful approach to help learners understand the impact of their choices or consequences of their decisions.



Attributes to be considered before delivering the training program are:

- The trainer,
- The trainees,
- The curriculum,
- The training materials,
- The time and sequencing,
- Location, and
- The physical facilities and training equipments.

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12 Types of difficult participants

- The Shy or Quiet One
- The Challenger
- The Dominator
- The Unfocused
- The Super achiever
- The Center of Attention
- The Joker
- The Argumentative One
- The Know it All



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Competencies of trainers:

The competencies identified in Models for HRD Practice by McLagan in 1989 and later adopted as a definitive model of competencies by the American Society for Training and Development (ASTD) are as under:

- Technical competencies
- Business Competencies
- Interpersonal Competencies
- Intellectual Competencies

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- **Technical competencies:** –
 - Adult-learning understanding
 - Competency identification skill
 - Electronic-systems skill
 - Media selection skill
- **Business Competencies:**
 - Budget and resource management skill
 - Business understanding
 - Organization behavior understanding
 - Organization development theories and techniques

- **Interpersonal Competencies:**

- Coaching skill
- Feedback skill
- Negotiation skill
- Questioning skill
- Writing skill

- **Intellectual Competencies:**

- Data-reduction skill
- Information-search skill
- Visioning skills

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Steps involved in hiring and training trainers:

- 1. Vacancy identification:** The training manager should identify the need for hiring trainers.
- 2. Job analysis and competency mapping:** Job analysis brings out the job description and the job specification.
- 3. Estimate the cost and obtain sanction:** The training manager should estimate the cost involved for hiring, training and retaining trainers

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4. Recruitment and Selection of Trainers:

Recruitment involves communicating and motivating qualified persons to apply for the job.

5. Training the trainers: Trainers require both domain expertise and training delivery skills. All trainers are required to be trained in the areas in which they are deficient.

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