



# Master Trainer Program

**Facilitated by Sardek P. Love**

**President and Founder**

**Infinity Consulting and Training Solutions, Inc.**



LEADERSHIP  
DEVELOPMENT

MANAGEMENT  
CONSULTING

TRAINING  
&  
DEVELOPMENT

PERSONAL  
GROWTH  
& SUCCESS



# Agenda for Overview of the Master Trainer Program

- Why People Attend
- The Uniqueness of the Program
- Who Should Attend
- Key Benefits of the Program
- Sample Content





## WHY PEOPLE ATTEND?



# **Group Sharing**

## **What Challenges Do Trainers Face at Work?**





**WHAT BARRIERS GET  
IN THEIR WAY**

# **TOP** CHALLENGES TRAINERS FACE AT WORK

**1**

**2**

**3**

**4**

**5**

Source: Top Challenges Trainers Faced At Work in 2015 Study, Infinity Consulting and Training Solutions



**WHAT BARRIERS GET  
IN THEIR WAY**

# **TOP** CHALLENGES TRAINERS FACE AT WORK

**1**

**Lack of Communication from Clients / Stakeholders**

**2**

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**WHAT BARRIERS GET  
IN THEIR WAY**

# **TOP** CHALLENGES TRAINERS FACE AT WORK

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**5**

**Managing Change**

**STRENGTHEN YOUR  
KNOWLEDGE & SKILLS**





**CONFIRM YOUR CREDIBILITY  
IN DELIVERING ENGAGING  
TRAINING**





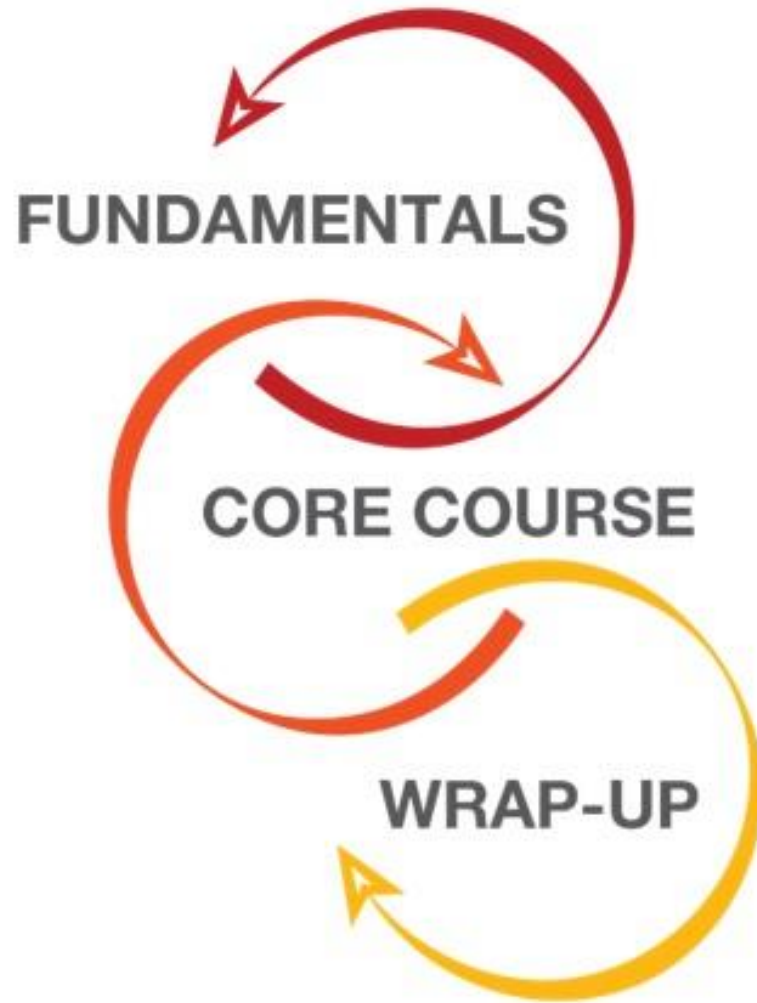
**POSITIVELY IMPACT**  
**PEOPLE & THE**  
**ORGANIZATION**



# ATD MASTER TRAINER



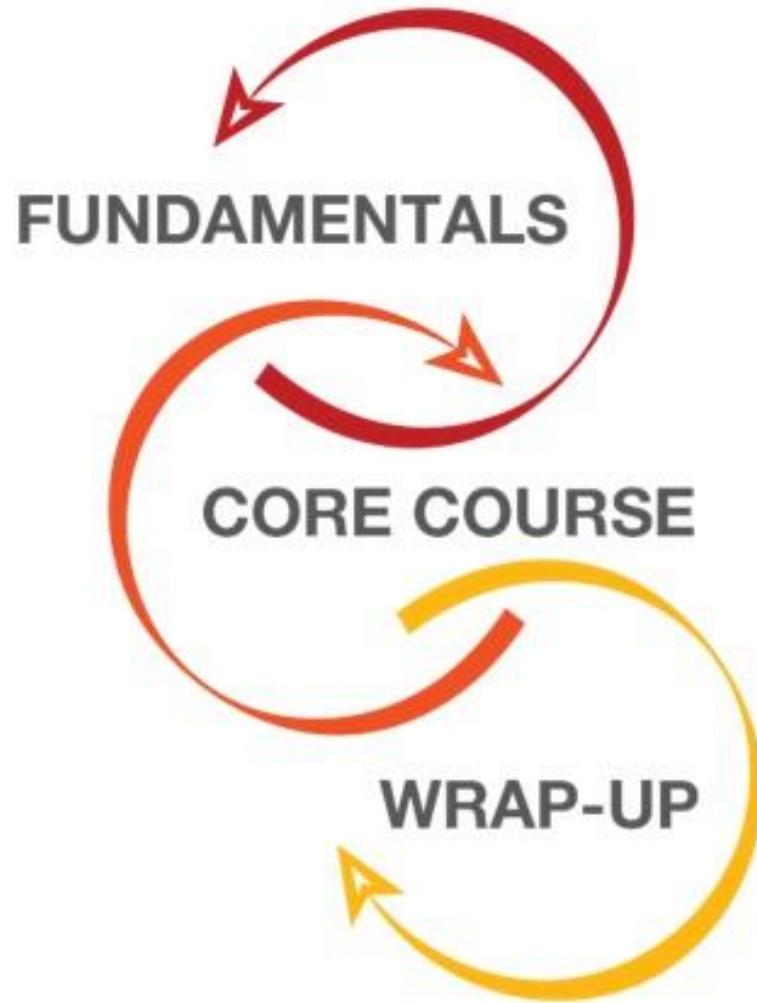
# Uniqueness of the Program







# Uniqueness of the Program





WHO SHOULD ATTEND?







Trainers wanting a  
solid framework for  
delivering training



Trainers wanting a  
solid framework for  
delivering training



Subject matter  
experts







Trainers wanting a  
solid framework for  
delivering training



Subject matter  
experts



Experienced trainers  
seeking to confirm  
their mastery of  
facilitation

A man in a dark suit and blue striped tie is smiling at the camera. He has a name tag that says "Ben". In the background, several other people are blurred, suggesting a large gathering or conference.

## KEY BENEFITS OF THE PROGRAM



# Key Benefits of the Program

Part 1: Fundamentals

## ■ Tools

### Learning Prioritization Inventory



#### □ Introduction

This *Learning Prioritization Inventory* will guide and maximize the learning experience. Please complete this inventory before the Core Course, with your manager if applicable, to identify priorities. During the Core Course, use this inventory to track your progress, then after the Elective, meet again with your manager—if applicable—to discuss application, measurement, and results. This inventory also supports the criteria for the Skill Demonstration.

- 1 = Never
- 2 = Not usually
- 3 = Sometimes
- 4 = Usually
- 5 = Always

	Preprogram Complete 3 weeks prior to the Core Course	Post-Program Complete following the Elective
<b>Prepare for the Session</b>		
I seek to have a clear understanding of the champion of the training and their goals/expectations.		
I review the roster of participants and learn as much as possible about them before they arrive in the training room.		
I confirm that the proposed objectives and design of the materials will meet the needs of the participants.		

# Key Benefits of the Program

- Tools
- Templates



# Key Benefits of the Program

- Tools
- Templates
- Individual coaching & feedback



# Key Benefits of the Program

- Tools
- Templates
- Individual coaching & feedback
- Techniques for evaluating training at 4 levels





# Key Benefits of the Program

- Tools
- Templates
- Individual coaching & feedback
- Techniques for evaluating training at 4 levels
- Video of your final delivery





A hand-drawn diagram on a whiteboard illustrating the Training Cycle. The central text 'TRAINING cycle' is written in green. It is surrounded by four blue circles, each containing a stage of the cycle: 'planning &' (top right), 'PRESENTATION &' (bottom), 'PERFORMANCE & Evaluation' (left), and 'Preparation' (bottom left, partially obscured). Blue lines connect these circles in a circular path, indicating a continuous process.

TRAINING  
cycle

planning  
&

HOW WE HELP YOU BECOME A MASTER TRAINER

PRESENTATION  
&

# Transfer of Training

## (Broad and Newstrom)

	BEFORE	DURING	AFTER
MANAGER			
TRAINER			
PARTICIPANT			

*Which role / time combinations produce the most powerful transfer of training?*

# Transfer of Training

## (Broad and Newstrom)

	BEFORE	DURING	AFTER
MANAGER	1	8	3
TRAINER	2	4	9
PARTICIPANT	7	5	6

*Which role / time combinations produce the most powerful transfer of training?*



# Is Training A Solution to the Problem?

QUESTIONS	POTENTIAL RESPONSES			
Does s/he have the skill to do the job?				
Does s/he have the will to do the job?				
Is s/he allowed to do the job?				
Results				

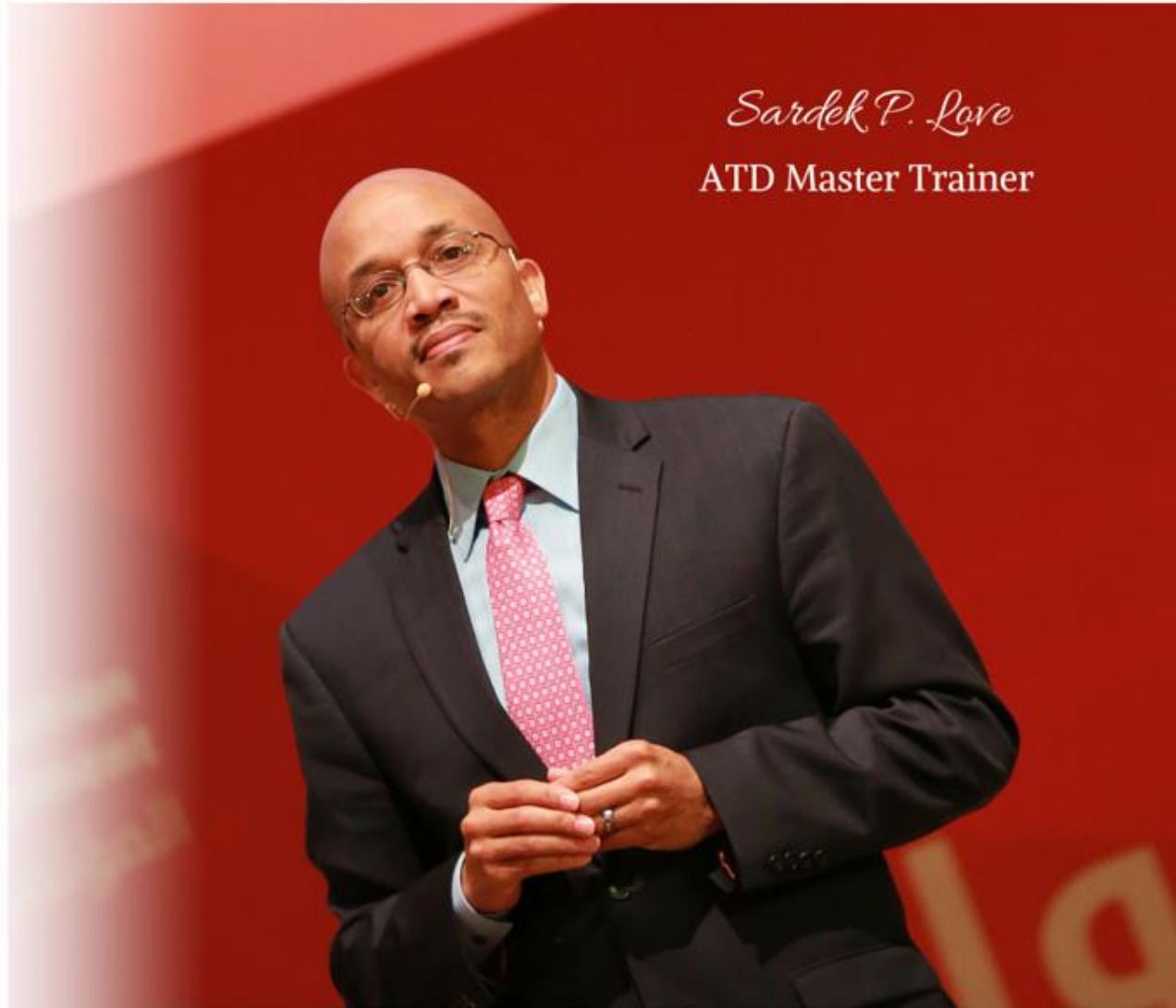
# Is Training A Solution to the Problem?

QUESTIONS		POTENTIAL RESPONSES		
Does s/he have the skill to do the job?	<b><i>NO</i></b>	<b><i>YES</i></b>	<b><i>YES</i></b>	<b><i>YES</i></b>
Does s/he have the will to do the job?	<b><i>YES</i></b>	<b><i>NO</i></b>	<b><i>YES</i></b>	<b><i>YES</i></b>
Is s/he allowed to do the job?	<b><i>YES</i></b>	<b><i>YES</i></b>	<b><i>NO</i></b>	<b><i>YES</i></b>
Results	Training may be a solution.	May have a motivation problem. Training is <b><u>NOT</u></b> a solution.	Training is likely <b><u>NOT</u></b> a solution.	Training is likely <b><u>NOT</u></b> a solution.

**REGISTER NOW!**



**Shanghai, China**  
**September 19 - 22, 2016**



*Sardek P. Love*  
ATD Master Trainer

**Register at**  
**<https://www.td.org/Education/Programs/ATD-Master-Trainer>**

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