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COURSE BROCHURE

Advanced Train the Trainer Course for Professional Corporate Facilitators

22 – 26 March 2027
Vienna

Advanced Train the Trainer Course for Professional Corporate Facilitators

Ref: 755_28442 **Date:** 22 – 26 March 2027 **Location:** Vienna **Fees:** 5900 GBP

Train the Trainer Course is a 1-week training course for learning specialists, technical instructors, and internal subject practitioners who must design and deliver structured workplace instruction, ending with a Facilitator Delivery Blueprint. Organisations rely on effective internal capability transfer to sustain workforce competence, scale operational standards, and adapt swiftly to changing industry demands. Jupiter Prime Training delivers this course to develop confident facilitators who turn operational expertise into measurable workplace learning.

Why Train the Trainer Matters Now

Three forces reshape workplace instruction across sectors: the demand for continuous upskilling to match changing operating models, the expectation from adult learners for interactive facilitation over passive lecturing, and the commercial necessity of converting technical subject-matter expertise into replicable capability. An organisation that facilitates learning systematically closes operational skill gaps, reduces onboarding cycle times, and protects service quality, whereas one relying on unstructured knowledge transfer risks inconsistent performance. The course draws on the ATD Talent Development Capability Model ATD TD Capability Model and recognised international qualification benchmarks from City & Guilds.

Who Gains Most from Train the Trainer

- Operational line specialists who deliver technical onboarding and standard operating procedure briefings to front-line teams
- Internal talent development practitioners who design structured instructional workshops and assess employee capability
- Technical subject-matter leads who transition from operational execution to peer coaching and workforce capability development
- Corporate compliance instructors who facilitate mandatory regulatory and safety modules across distributed departments

A departmental development team that enrols learning coordinators alongside technical lead specialists gains most, because instructional structure links directly with practical shop-floor application.

Train the Trainer Capabilities

Participants master the instructional design and facilitation competencies required to lead impactful workplace learning.

- Assess workforce capability gaps using structured training needs analysis — operational managers prioritising training investment
- Formulate measurable performance outcomes with Bloom's Taxonomy and SMART frameworks — curriculum review panels approving course designs
- Structure interactive instructional sequences applying adult learning theory and andragogy — instructional designers planning modular units
- Facilitate group dialogue and critical inquiry using the ORID method — business teams resolving cross-functional operational challenges
- Manage challenging classroom dynamics and multi-generational cohort expectations — lead facilitators maintaining psychological safety and focus
- Test instructional interventions through evaluated micro-teaching teach-backs — department heads validating internal trainer readiness

Key Train the Trainer Terms

- Andragogy — The instructional principles and methods tailored to adult learners who guide their own learning experiences.
- Bloom's Taxonomy — A hierarchical framework categorising educational goals from basic recall through conceptual understanding to practical evaluation and synthesis.
- Training Needs Analysis — The systematic process of identifying performance discrepancies, skill requirements, and learning objectives within an enterprise.
- ORID Method — A four-stage facilitation framework guiding groups sequentially through objective, reflective, interpretive, and decisional phases of discussion.
- Teach-Back — A simulated micro-teaching exercise where a facilitator delivers a module and receives structured developmental feedback from peers.
- Asynchronous Delivery — A flexible learning format where participants engage independently with digital materials and tasks without concurrent real-time interaction.

Train the Trainer Day by Day

Day 1: Adult Learning and Needs Analysis

- Adult Learning Theory and Andragogy — Designing Learner-Centred Workplace Experiences
- Training Needs Analysis Frameworks — Identifying Operational Capability Gaps in Teams
- ATD TD Capability Model Delivery Competencies — Establishing Professional Facilitation Standards
- Performance Gap Diagnosis — Distinguishing Training Needs From Structural Deficits
- Stakeholder Discovery Interviews — Aligning Instructional Scope With Business Priorities

Day 2: Instructional Objectives and Course Architecture

- Bloom's Taxonomy Application — Defining Verifiable Cognitive and Practical Objectives
- SMART Framework Integration — Quantifying Measurable Learning Outcomes for Evaluation
- Modular Session Sequencing — Structuring Logical Content Flow Across Multi-Day Formats
- Instructional Media and Material Selection — Supporting Visual and Kinesthetic Learning Preferences
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Session Plan Architecture — Balancing Direct Exposition With Practical Participant Exercises

Day 3: Facilitation Techniques and Classroom Dynamics

- ORID Facilitation Method — Guiding Structured Group Dialogue and Consensus Building
- Socratic Questioning Strategies — Stimulating Critical Thinking and Active Exploration
- Multi-Generational Classroom Management — Addressing Diverse Learner Expectations and Backgrounds
- Challenging Participant Behaviours — De-Escalating Friction and Sustaining Psychological Safety
- Body Language and Voice Modulation — Projecting Facilitator Authority and Professional Presence

Day 4: Virtual and Blended Learning Delivery

- Synchronous Virtual Classroom Methods — Maintaining Participant Engagement Across Remote Sessions
- Digital Collaboration Whiteboards — Facilitating Interactive Problem-Solving in Distributed Teams
- Asynchronous Engagement Activities — Reinforcing Key Concepts Between Live Training Events
- Formative Knowledge Checking Mechanisms — Validating Real-Time Comprehension During Virtual Delivery
- Hybrid Instructional Delivery Logistics — Managing Simultaneous In-Person and Remote Audiences

Day 5: Practising Facilitation and Micro-Teaching

- Simulated Micro-Teaching Delivery — Applying Instructional Techniques in Controlled Classroom Rehearsals
- Peer Evaluation Matrices — Providing Structured Behavioural Feedback on Facilitation Performance
- ORID Debriefing of Teach-Backs — Examining Facilitator Adaptability Under Live Classroom Conditions
- Instructional Delivery Troubleshooting — Resolving Participant Resistance and Technical Disruptions
- Facilitator Delivery Blueprint Finalisation — Documenting Session Architecture and Personal Development Actions

Applying Train the Trainer After the Course

- Conduct a structured training needs analysis for an upcoming departmental onboarding cycle using standardised capability gap protocols.
- Facilitate a peer-reviewed modular teach-back using the ORID method to validate instructional timing and participant engagement.

Train the Trainer Questions FAQ

What is Train the Trainer and why does it matter now?

Train the Trainer is the discipline of equipping technical specialists with adult learning principles and facilitation techniques. It matters now because evolving workflows require organisations to transfer institutional knowledge rapidly and build verified internal capability without relying exclusively on external providers.

Which roles gain most from Train the Trainer?

Internal subject specialists, technical instructors, operational supervisors, and learning coordinators gain most. Anyone tasked with onboarding staff, teaching standard operating procedures, or coaching team members benefits from mastering formal facilitation frameworks and structured curriculum design.

How does Train the Trainer differ from a general presentation skills course?

Train the Trainer focuses on adult learning psychology, knowledge retention, and verified behavioural change rather than one-way speech delivery. You analyse instructional needs, sequence modular curricula, facilitate interactive discussions, and evaluate participant capability rather than simply presenting slide decks to a passive audience.

What do you bring back from Train the Trainer training?

You bring back a Facilitator Delivery Blueprint built around your own organisational content, complete with measurable learning objectives, session pacing guides, interactive facilitation scripts, formative assessment tools, and a structured personal development plan for future training delivery.

Train the Trainer: The Way Forward

The Facilitator Delivery Blueprint gives departmental leaders a validated instructional foundation to roll out technical and operational training across business units. Learning managers use it to verify trainer readiness and standardise delivery quality. After its initial deployment, revisit the timing and formative assessment checkpoints to refine learner interaction based on real workplace feedback.