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COURSE BROCHURE

# Creative Training Techniques for Trainers and Facilitators Course

19 – 23 July 2027
Paris

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**Ref:** 1260_47396 **Date:** 19 – 23 July 2027 **Location:** Paris **Fees:** 5900 GBP

Creative Training Techniques for Trainers and Facilitators is a 1-week training course for trainers, facilitators and subject experts who teach colleagues, and who leave with a tested session activity bank they can drop into their own courses. Adult learners now arrive distracted, time-poor and used to interactive media, so lecture-led sessions lose them early. Jupiter Prime Training offers this course on creative training techniques.

## Why Creative Training Techniques Matter Now

Three pressures push trainers toward more inventive methods: participants who split attention between the session and their phones, sponsors who expect visible skill practice rather than slide coverage, and mixed groups that range from new joiners to veterans in the same room. A trainer who designs openers, stories and simulations around adult learning needs keeps energy and recall high; one who relies on reading slides sees passive groups and low transfer. The course draws on the ADDIE instructional design model Analyse, Design, Develop, Implement, Evaluate for placing activities and on levels 1 and 2 of the Kirkpatrick model to judge their effect.

## Who Gains Most from Creative Training Techniques

- Trainers who run classroom courses and want participants doing rather than listening
- Facilitators who lead group sessions where energy and participation vary
- Subject experts who teach technical content to colleagues without formal training background
- Onboarding and induction leads who must hold attention through dense introductory material
- Course designers who choose which activity fits each learning objective

A training team that attends with several trainers gains most, because a shared activity repertoire raises the standard of every course in its catalogue.

## Creative Training Techniques Capabilities

Participants build a repertoire of active methods and the judgement to choose, adapt and sequence them for real groups.

- Design openers and energisers tied to session content — group readiness and attention
- Apply storytelling structures to make technical points memorable — learner recall
- Build visual tools such as graphic organisers and flip-chart templates — clarity for mixed groups
- Specify role-plays and simulations with clear briefs and debriefs — safe skill practice
- Weigh activities against adult learning principles and group size — session design choices
- Test activities through Kirkpatrick level 1 and 2 checks — evidence for course owners

## Key Creative Training Techniques Terms

- Opener — a short activity at the start of a session that connects participants to the topic and to each other.
- Energiser — a brief physical or mental activity that restores attention after a lull or a heavy segment.
- Experiential learning — learning through doing an activity, reflecting on it and drawing conclusions to apply later.
- Debrief — a structured discussion after an activity that turns experience into transferable lessons.
- Simulation — a controlled exercise that recreates real work conditions so participants can practise decisions safely.
- Graphic organiser — a visual layout such as a matrix or flow that helps learners structure and remember content.

## Creative Training Techniques Day by Day

### Day 1: The Adult Learner and Active Methods

- Adult Learning Principles — Relevance, Experience and Self-Direction in Design
- Attention Span Patterns — Planning Activity Changes Across a Session
- Experiential Learning Cycle — Do, Reflect, Conclude and Apply
- ADDIE Design Phase — Placing Activities Against Learning Objectives
- Current Session Audit — Spotting Passive Segments to Replace

### Day 2: Openers, Energisers and Group Climate

- Content-Linked Openers — Starting with the Topic, Not Icebreakers
- Energiser Selection — Matching Activity to Room, Culture and Time
- Ground Rules and Psychological Safety — Inviting Full Participation
- Pairs, Trios and Small Groups — Choosing Formats by Group Size
- Closing Activities — Commitments and Recall at Session End

### Day 3: Storytelling and Visual Tools

- Story Structures for Training — Situation, Tension and Resolution
- Case Narratives from Two Sectors — Manufacturing and Healthcare Examples
- Graphic Organisers — Matrices, Flows and Concept Maps
- Flip-Chart and Whiteboard Craft — Visual Records Built with Participants
- Metaphor and Analogy Use — Explaining Abstract Ideas Simply

### Day 4: Role-Play, Games and Simulations

- Role-Play Brief Design — Characters, Goals and Observer Sheets
- Structured Debrief Models — What Happened, So What, Now What
- Learning Games and Quizzes — Competition Without Losing the Point
- Tabletop Simulations — Practising Decisions Under Realistic Constraints
- Large-Group Adaptations — Running Activities with Thirty or More

## Day 5: Practising the Session Activity Bank

- Kirkpatrick Level 1 and 2 Checks — Gauging Activity Impact Quickly
- Applying Openers and Energisers — Live Delivery with Peer Feedback
- Applying Storytelling and Visuals — Redesigning a Dense Module
- Applying Role-Play Debriefs — Facilitated Practice Rounds
- Session Activity Bank — Tested Activities Mapped to Objectives

## Applying Creative Training Techniques After the Course

- Replace two passive segments in an existing course with a content-linked opener and a structured role-play, then compare level 1 feedback.
- Share the activity bank with fellow trainers and co-deliver one session using a simulation and debrief model.

## Creative Training Techniques Questions FAQ

### What are creative training techniques and why do they matter now?

Creative training techniques are active methods such as openers, stories, visuals, role-plays and simulations that engage adults in learning. They matter now because distracted, time-poor participants disengage quickly from lecture-led sessions and forget what they only heard.

### Which roles gain most from creative training techniques training?

Trainers, facilitators, subject experts who teach and induction leads gain most. Each holds groups whose attention and experience vary, and needs methods that keep everyone practising rather than watching.

### How do creative training techniques differ from a train the trainer course?

Creative training techniques focus on a repertoire of activities and how to adapt them. A train the trainer course covers the whole trainer role, from needs analysis and session planning to delivery and evaluation.

### What do you bring back from creative training techniques training?

You bring back a session activity bank: openers, energisers, story outlines, visual templates, role-play briefs and simulation formats, each mapped to learning objectives and group sizes, ready to use in your courses.

## Creative Training Techniques: The Way Forward

The session activity bank first informs the decision on which segments of an existing course to redesign for active practice. Trainers, facilitators and course designers use it to choose activities by objective and group size. After the first deliveries, revisit which activities lifted level 1 and level 2 results and retire those that consumed time without improving recall.