

TWARAN

**Conducts a Workshop on
Train The Trainer
15th – 17th December 2017
At Bhubaneswar**

Towards Becoming a World Class Trainer



Training Needs Analysis

Designing Training Modules

Instructional Design

Content Writing

Facilitation Process

Behaviour Observation and Evaluation

Activities, Simulations and Games

Debriefing Technique

Individual Development Plan

Training Effectiveness

Objectives

- Understand the process of training
- Develop in every participant the desired competency of a lead trainer
- Guiding participants to identify the training needs of the clients/ organisations
- Alter attitudes & habits, which are not in agreement with correct learning interventions
- Provide knowledge to prepare learning objectives & design appropriate training programme
- Reorient the science of learning & develop appropriate instructional design
- Learn the different effective facilitation processes & learning interventions
- Develop skills to be effective in motivating, influencing & engaging learners during the training delivery while facilitating the participant's learning process
- Learn the art & science of evaluating the effectiveness of training programme
- To effectively deliver the responsibilities of a training head's role in an organisation
- Effective in choosing the appropriate trainer and co-trainers
- To manage learning & development as effective functional department in any organisation
- To effectively market a training programme

Contents

(Assessment + Design + Content Writing + Delivery + Evaluation)

- 1. The Training Cycle & Process**
- 2. Science of Human Development**
- 3. Training Need Assessments**
- 4. Designing Training Modules**
- 5. Content Writing**
- 6. Learning & Facilitation Methods:**
 - a. Lecture (Discussion) Method**
 - b. Case Study Method**
 - c. The Art of Questioning**
 - d. Role Play**
 - e. Demonstrations**
 - f. Small Group Activities**
 - g. Micro Labs**
 - h. Business Games**
 - i. Experience Sharing**
 - j. Simulations**
 - k. Different Exercises**
 - l. Focussed Brain Storming**
- 7. Specific Learning Techniques:**
 - a. Experiential Learning**
 - b. Psychological Labs**
 - c. Out Bound Activities**
 - d. Psycho Drama**
 - e. Mock Parliament**
 - f. Fish Bowl**
 - g. Story Telling**
- 8. Using Different Learning Tools:**
 - a. Audio-Visuals**
 - b. Personal Address Systems**
 - c. Different Other Props**
 - d. Boards**
 - e. Flip Charts**
 - f. Video / Tele Conferencing**
 - g. Magic**
- 9. Setting up of Learning Arrangements**
- 10. Presentation Skills**
- 11. Dealing with Different Participants**
- 12. Assessments During Training**
 - a. Psychometric Assessments**
 - b. In-basket Exercises**
 - c. Thematic Apperception Tests**
 - d. Psycho-Geometry**
 - e. Role Plays**
 - f. Activities and Games**
 - g. Cognitive Tests**
- 13. Assessing Effectiveness of Training Programme (Level-1-3)**
- 14. Individual Development Plans**
- 15. Marketing Training Programme**



Who Can Attend

- ❑ Experienced & Aspiring Trainers in any field (Soft Skills, Behavioural Training, Sales)
- ❑ People Interested to excel in Training and Learning Profession
- ❑ Training Managers and L&D Heads from Corporates
- ❑ HR, Marketing, Sales and other Professionals who conduct or deliver training / presentations
- ❑ Faculty Members, Executives involved in training & developing professional students

Investments

- ❑ For Three Days Certified TTT only: Rs. 20,000/-
- ❑ The early payment is Rs. 16,000/- upto 01st December 2017
- ❑ In case of group booking for minimum three participants, each participant will be given a discount of Rs. 2000/-
- ❑ GST @ 9% (Central) and @ 9% (State) will be charged extra
- ❑ Participation fee is non-refundable.
- ❑ All payments are to be made in favour of
Name: TWARAN
Bank: UCO Bank,
Address: C-2, Ashok Nagar, 1st Floor, UCO Bank Building, Bhubaneswar - 751009
RTGS/NEFT IFS Code: UCBA0001785
Current AC No: 17850210002957



Pedagogy

- ❑ Facilitator Led Interactive Discussions
- ❑ Case Incidents / Decision Making Activities
- ❑ Experiential Learning / Role Plays
- ❑ Community Learning / Experience Sharing
- ❑ Audio-Visual Sessions / Simulations
- ❑ Psychological Assessments
- ❑ Games and Activities / Out Bound Activities

For Details of Registration Contact:

- ❑ Ms. Preetam Kar - 9040134501

Venue: Will be Declared



Dr. RKS Mangesh Dash



Expertise

Training:

- ❑ High Impact Leadership
- ❑ Training for trainers
- ❑ Performance Psychology
- ❑ All Behavioural Competencies
- ❑ Sales Competencies
- ❑ Neuro Linguistic Programming
- ❑ Law of Attraction
- ❑ Appreciative Inquiry
- ❑ Transactional Analysis
- ❑ Wellness & Stress Management
- ❑ Performance Enhancement
- ❑ Retail Operations
- ❑ Executive Coaching
- ❑ Data Analytics

- ❑ Dr. Mangesh has got a training experience of about more than 21 years to different category of clients including Manufacturing, Heavy Engineering, Oil & Natural Gas, Lubricants, Thermal Power, Hydro Power, Power Transmission, Cement, Metals, Pharmaceuticals, Chemicals, Fertilizers, Ports, Retail, FMCG, Telecom, Real Estate, Construction, Channel Sales, Banking (Sales), Manufacturing, IT, NGO, Govt. Sector, Police Department, Gems & Jewellery and Hospitals.
- ❑ Experience as a professor in the area of Human Resources Management & Behavioural Science
- ❑ NIPM Utkal Chapter SB Misra Gold Medal Award for Excellence In HR 2006
- ❑ Awarded with 2nd Best Research Paper by Indian Society of Training and Development, at the National Conference during April 2010
- ❑ Expert for Assessment Centres and OD Interventions
- ❑ Has been associated with several organizations in the capacity of HR Consultant and Trainer
- ❑ Life member of NIPM, NHRDN, SSAI, ISTD & IIRA and also served those associations in the capacity of different office bearers
- ❑ Work experience of about 23 years including Industry, Academics and Entrepreneurship

Experience/ Assignments

- ❑ Dr. Dash's Core competent training areas include Behavioural & Soft Skills Training, NLP, LOA, Sales Skills, HR Process Skills, Leadership, Team Building, CRM, Communication Skills, Managing Emotions, Stress Management, Research Skills, Outbound Training, Personal Effectiveness, Transactional Analysis, & Sensitivity Training, Delivery Management, People Management, Performance Coaching, Assertive Communication, Team Building, Professional Skills, Conflict Management, Collaboration, Creative Thinking, Retail & Sales training.
- ❑ His expertise also includes Competency Mapping, Psychometric Assessments, Balance Score Cards, HR Processes, Organizational Development, Assessment Centres, Employer Branding Activities, Employee Engagement Activities, Counselling, HR Research, Training Need Identification, Work Force Planning, Transformation Management, Facilitating Common Interest Forums, Performance Management, Culture and Climate

Domain Expertise:

- Assessment Centres
- Training Need Analysis
- Scientific Training Modules
- Instructional Design
- Designing Learning Contents
- Scientific Learning Delivery
- Facilitation Processes
- Post Training Interventions
- OD Intervention

Methods of Training:

- Outbound Training
- Sensitivity Training
- Theatre Learning
- Personal Coaching
- Workshop Based Training

Trainings Attended

- TTT
- Sensitivity Training
- OBT
- Theatre Learning
- Psychometrics
- Neuro Linguistic Programming

- During his career he has trained executives of organisation like Hindalco Industries Limited, Ambuja Cements, ABCIL, NALCO, Paradeep Phosphates Limited, Chrystine Valmy, Mazagon Future Learning, Mazagon Dock Shipbuilders Limited, GS Caltex, Orissa Mining Corporation Limited, Hindustan CocaCola Beverages Pvt Limited, VIOM Networks, Commissionerate of Police Bhubaneswar – Cuttack, SBI, Allahabad Bank, Bio-Clinica, Infosys Technologies Ltd, Axis Bank, Glocal Hospitals, Orissa Modernization Development Initiatives, Gland Pharma Limited, Sapla Formulations, Sita Cement, SRIDURGA, Khimji, Department of Posts, Government of India, Pantaloon Retail India Limited, Indian Metals and Ferro Alloys., Vastech, National Informatics Centre, LIC, Oriental Insurance Company, National Institute of Social Defense., Client of Price Water House Coopers
- At present he is Advisor & Cofounder of TWARAN; Earlier worked as Director, DRIEMS Business School; Professor in HR & OB Area IMIS, Consultant with Transtrack; GM HR & Operations, Informatics; and Manager HR with Keshari Group

Qualification / Certifications

- Ph.D. (Occupational Stress) in Personnel Management & Industrial Relations (PMIR) from Utkal University
- M. Phil (was the topper) in PMIR from Utkal University
- Masters in PMIR from the same university with First Class
- Diploma in Clinical Counselling from MedVarsity of Apollo Hospitals
- MBA in HRM from Pondicherry University
- FDP from XLRI
- ERP from MDI, Gurgaon
- SATM from IIT, Kharagpur
- NLP Master Practitioner from American Board of NLP and European Community of NLP

Professional Achievements

- NIPM Utkal Chapter SB Misra Gold Medal Award for Excellence In HR 2006
- Chief Whip of the Expert Committee for Skills Gap Analysis (Competency Management Practices) of Hindustan CocaCola Beverages Pvt. Ltd., Khurda
- Career Columnist with the famous Odia News Paper "Dharitri", 2007-12
- Secretary of SSAI, Orissa Chapter 2009-11
- Member of Indian Society of Training and Development, Bhubaneswar Chapter during 2012
- Secretary of NHRDN, Bhubaneswar Chapter during 2009
- Additional Secretary of NIPM, Utkal Chapter during 2009
- Member of the Academic and Professional Excellence Committee for the term 2010-12 of NIPM
- Nominated as a Member of the Finance Committee for the term 2010-12 of NIPM