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Facilitator Led Learning

Purpose

To equip individuals in key knowledge, skills, and abilities that will help improve their own effectiveness, and by extension, the performance of their teams and organizations.

Process

- Conduct a training needs assessment by reviewing existing materials, interviewing subject matter experts (SMEs), facilitating focus groups, and/or conducting surveys.
- Design training which specifies behavioral learning objectives and training flow. We emphasize adult-learning principles and drive interactivity into all our programs.
- Develop training deliverables: Facilitator Guide, Participant Guide, and Slides.
- Facilitate training, conduct train-the-trainer, and/or pilot E-Learning.

Benefits

- ADVANTIS has seen competency improvements from a wide variety of training we have developed including sales, leadership, customer service, teamwork, facilitation skills, change management, influence skills, conflict-resolution, and coaching.

Case Study

When a pharmaceutical company wanted its first-line managers to be better at running meetings of all kinds (e.g., POA meetings, launch workshops, etc.), it turned to ADVANTIS to create a facilitation skills training program.

Result: DMs felt more confident in preparing for meetings they had to run, and their sales reps reported more productive and efficient meetings!