Co-funded by the
Erasmus+ Programme
of the European Union

GROW
TRAINING COURSE
DAY 1

BINGO time!

Basic elements of training

Basic elements of training

Preparation:

The trainer must prepare for the training by researching the topic, understanding the needs of the audience, developing the training plan, and creating any necessary training materials.

Presentation Skills:

The trainer needs to have good presentation skills to deliver the training in an engaging and effective manner. This includes being able to speak clearly, use appropriate body language, and create a supportive learning environment.

Basic elements of training

Use of Visual Aids:

The use of visual aids such as slides, diagrams, and videos can enhance the learning experience and help the audience to better understand the material.

Interaction and Engagement:

The trainer must engage the audience and encourage interaction through activities such as group discussions, role-playing, and hands-on exercises.

Basic elements of training

Feedback and Assessment:

The trainer should provide feedback to the audience throughout the training to ensure that they are understanding the material and progressing towards the learning objectives. Assessments may be given to measure progress and ensure the training objectives are being met.

Continuous Improvement:

The trainer should continuously assess the effectiveness of the training delivery and make adjustments as needed to improve the learning experience for future participants.

How to prepare a good presentation

How to prepare a good presentation - group work

Activity: in a group of 3-4 people,
prepare a 5 minutes presentation on a
a given topic

Time: 20 minutes

How to prepare a good presentation - group work

Let's share!

How to prepare a good presentation - sum up!

Tips on a good presentation:

- visual
- KISS - keep it short and simple
- have a plan B
- involve participants/make it interactive

How to prepare a good presentation - tips

1. Keep it simple

2. Create a compelling structure

3. Use visual aids

4. Be aware of design techniques and trends

5. Follow the 10-20-30 rule

How to prepare a good presentation - tips

Tip #1: Tell stories

Tip #2: Smile and make eye contact with the audience

Tip #3: Work on your stage presence

Tip #4: Start strong

Tip #5: Show your passion

Tip #6: Plan your delivery

Tip #7: Practice

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Training Methods

Review of Training Methods

- Lectures

- Discussions

- Role-plays

- Case Studies

- Experiential Learning Activities

- Self-directed learning, online training, and blended learning approaches

Review of Training Methods - Lectures

Lectures: Instructor-led presentations that convey information

Advantages
-efficient way to convey information,
-easy to prepare and deliver,
-suitable for large groups

Disadvantages
-passive learning,
-limited participant engagement,
-potential for information overload

When to use
When conveying information is the primary learning objective, when the group size is large, or when time is limited.

Best practices and tips - Lectures

Best practices: Use visuals, stories, and examples to enhance engagement and retention, break up content into manageable chunks, encourage questions and discussion.
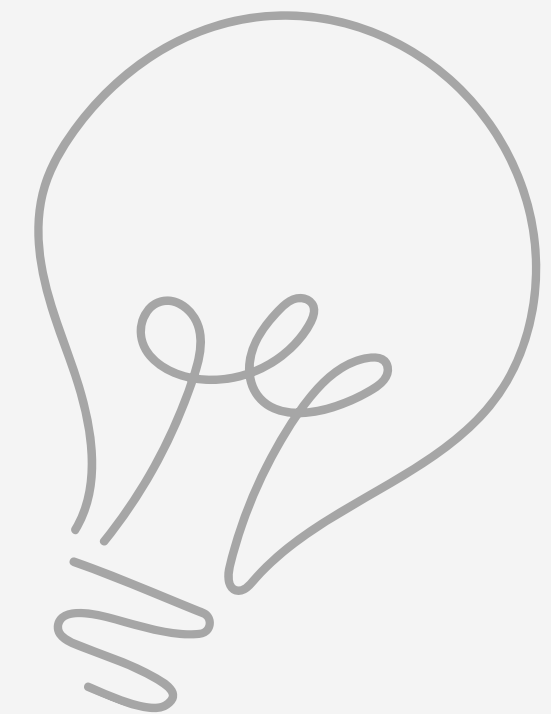
Tips: Avoid reading from slides, use varied tones and pacing, provide opportunities for participants to apply information.

Review of Training Methods - Discussions

Discussions: Interactive sessions that encourage participants to share their views and opinions

Advantages
-promotes active learning,
-encourages participation and collaboration,
-promotes critical thinking and problem-solving

Disadvantages
-requires skilled facilitation,
-may lead to off-topic discussions or conflicts,
-may be dominated by a few participants

When to use
When promoting critical thinking, encouraging collaboration, or exploring different perspectives and opinions is the primary learning objective.

Best practices and tips - Discussions

Best practices: Create a safe and respectful environment, set clear expectations and ground rules, actively facilitate the discussion.
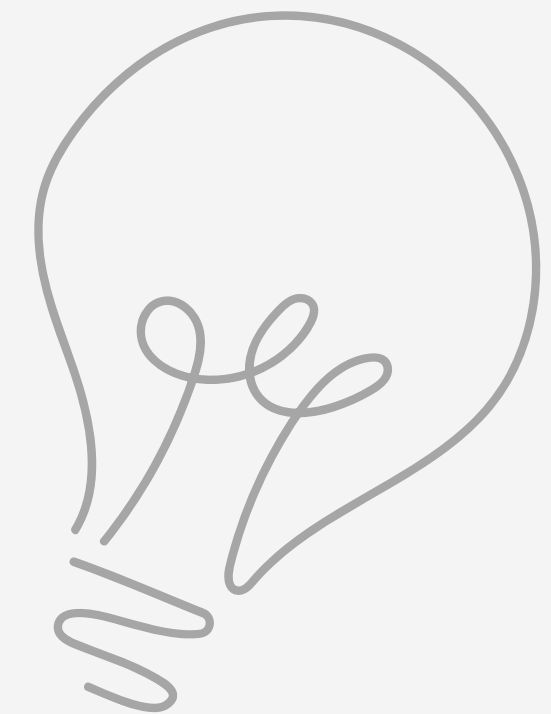
Tips: Use open-ended questions, summarize key points, encourage participation from all participants.

Review of Training Methods - Role-plays

Role-plays: Simulations of real-life situations that allow participants to practice skills and behaviors

| Advantages	Disadvantages	When to use
-provides realistic scenarios for practice and feedback, -promotes empathy and perspective-taking, -allows for experimentation and creativity	-may be uncomfortable for some participants, -may require skilled facilitation, -may not be suitable for all topics or learning objectives	When participants need to practice and apply skills or behaviors in realistic scenarios, or when building empathy and perspective-taking is a primary learning objective.

Best practices and tips - Role-plays

Best practices: Clearly define the scenario and roles, provide constructive feedback, encourage reflection and discussion.

Tips: Set clear guidelines and expectations, provide adequate time for preparation and practice, use realistic scenarios.

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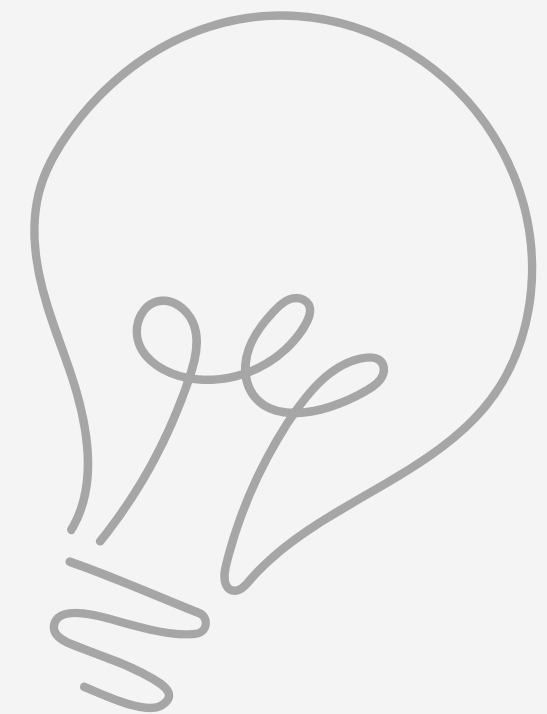
Review of Training Methods - Case Studies

GAMIFY YOUR YOUTH WORK

Case Studies: In-depth analyses of real-life scenarios that require participants to solve problems and make decisions

Advantages
-provides opportunities for analysis and problem-solving,
-promotes application of knowledge and skills,
-encourages critical thinking

Disadvantages
-may not be realistic or relevant to all participants,
-may require significant preparation and facilitation,
-may be time-consuming

When to use
When participants need to analyze complex problems and make decisions, or when promoting problem-solving and application of knowledge and skills is a primary learning objective.

Best practices and tips - Case Studies

Best practices: Use relevant and engaging case studies, encourage critical thinking and analysis, provide opportunities for discussion and collaboration.

Tips: Provide clear objectives and guidelines, use a structured approach to analysis and decision-making, consider real-world implications.

Review of Training Methods - Experiential Learning

Experiential Learning Activities: Hands-on, immersive experiences that provide participants with opportunities to apply learning in real-life situations

Advantages
-provides hands-on, immersive experiences,
-promotes active learning and engagement,
-allows for immediate application of learning

Disadvantages
-requires significant planning and preparation,
-may be resource-intensive,
-may not be suitable for all learning objectives or topics

When to use
When providing hands-on, immersive experiences or when allowing for immediate application of learning is a primary learning objective.

Best practices and tips - Experiential Learning

Best practices: Provide clear objectives and expectations, create a safe and supportive environment, encourage reflection and debriefing.
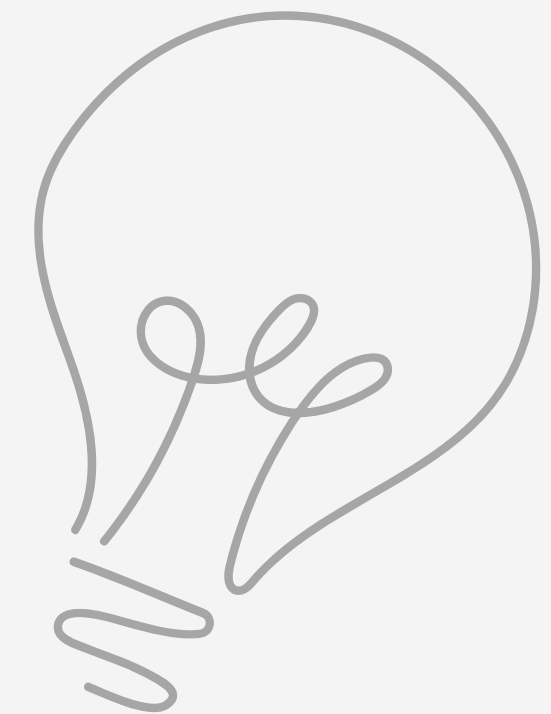
Tips: Ensure activities are relevant and engaging, use debriefing to encourage learning and application, adapt activities to meet the needs of different learners.

Let's share our experience

Interactive Training Methods

Interactive Training Methods

Interactive training methods are instructional techniques that engage participants in active learning experiences, rather than just passively receiving information. These methods involve active participation, collaboration, and problem-solving, which can lead to better learning outcomes and retention.

Some **benefits** of interactive training methods include:

- Enhance participant engagement and motivation
- Encourage active participation and collaboration
- Increase retention and transfer of knowledge
- Provide immediate feedback and opportunities for reflection
- Promote problem-solving and critical thinking skills
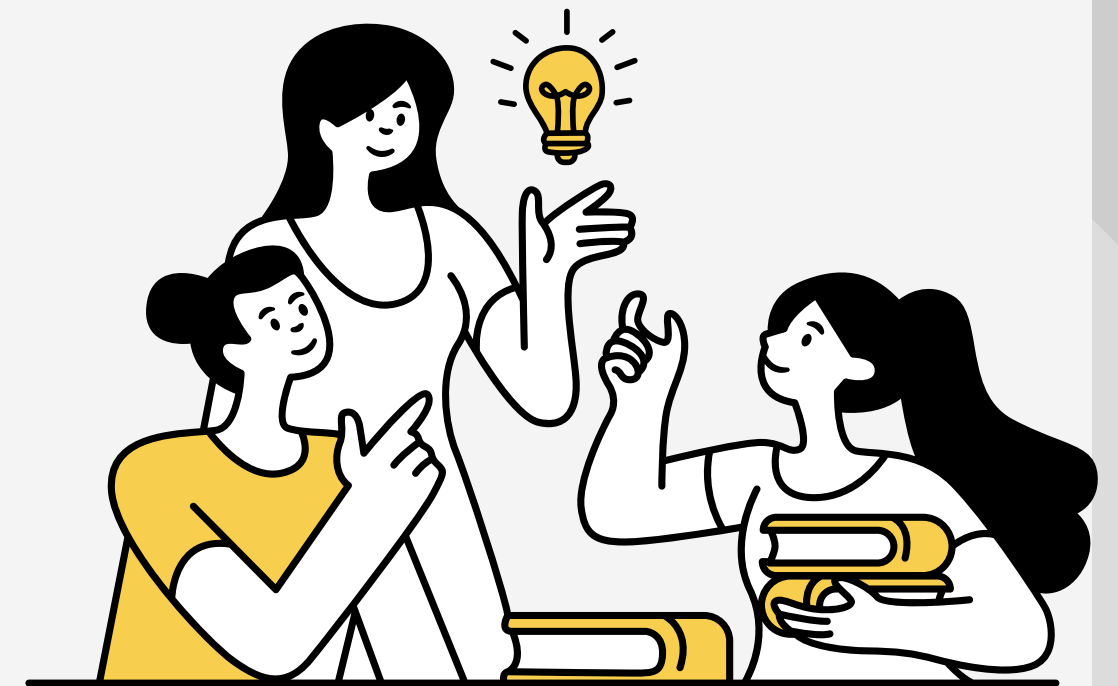
Interactive Training Methods - Examples

- **Group work:** Participants work together in small groups to solve problems, brainstorm ideas, or complete a task.

- **Games:** Games are designed to make learning more engaging and fun. They can be used to reinforce concepts or as a way to introduce new information.

- **Simulations:** Simulations recreate real-life scenarios that allow participants to practice skills and decision-making in a safe, controlled environment.

- **Technology-based activities:** These include online quizzes, e-learning modules, and virtual reality experiences that provide interactive and engaging learning experiences.

Presentation skills - Public Speaking

Structuring Your Presentations

A great technique that will help you deliver a powerful presentation for any public speaking situation is called the '**BOMBER** Technique'. This sounds a little violent, but it's quite simply an acronym for:

B

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M **essage**

B **ridge**

E **xamples**

R **ecap**

Creating the Best/Worst TED Talk

https://www.youtube.com/watch?v=1Totz8aa2Gg

Activity - Intrapersonal Presentation

One of the hardest topics to talk about is yourself - What will you talk about? Will your audience be interested? How will you promote yourself, without sounding big-headed?

Create a 2-minute presentation, with the BOMBER Technique, about any aspect of yourself

Topic: Intrapersonal Communication

THANK YOU!