

ARISE Plus Thailand

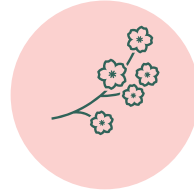
Training of trainers & training methods

By :





The definition of a trainer



Knowledgeable



making the participants understand

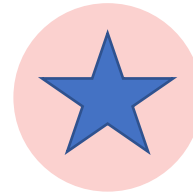


**changing the attitudes and behaviors
of the participants**

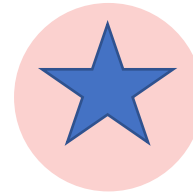
The steps to effectively convey the content of training are:

1. Set training objectives.

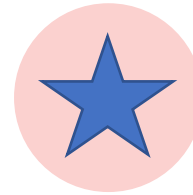
"What benefits will the learners get?"



to enhance knowledge



to build skills



to change attitudes



to change behavior



2. Get to know the training participants

- ✓ What groups do the participants consist of?
- ✓ What are their expectations or need?
- ✓ How much knowledge or experience do they have on this topic?
- ✓ What benefits should the participants gain from training?
- ✓ What kind of training method is suitable for the participants?
- ✓ How should participants participate in training?



3. Design content to suit the training period

The most important content to convey is
“Must-know content”

After the important content is prepared, if there is time to spare, add additional “should-know content” and “interesting content”



Must-know
Should-know
Interesting

4. Presentation Content

Introductory 10 – 15 %

- Introducing yourself
- Building trust and interest
- State the goal of the presentation
- Brief presentation schedule

Content 70 – 80 %

- Prepare information and equipment completely
- Set the topic clearly according to the goal
- Distinguish important points that are "must-know, should-know, interesting"
- Arrange the contents appropriately and easily to understand

Summary 10 – 15 %

- Review the content concisely
- Highlight the points you want your audience to remember the most
- Give the audience a chance to ask
- Answer questions and summarize

5. Methods for training or transferring knowledge

Objective	Training Methods
Participants have a better understanding.	Lecture & Demonstration
Participants have analytical skills.	Case Studies & Activities
Participants develop skills and expertise.	Hands-on activities
Participants develop attitudes consistent with training goals.	Lecture & participation in training such as playing games
Participants come up with new ideas for their work.	Brainstorming
Participants remember and do it.	Role Playing

5. Methods for training or transferring knowledge

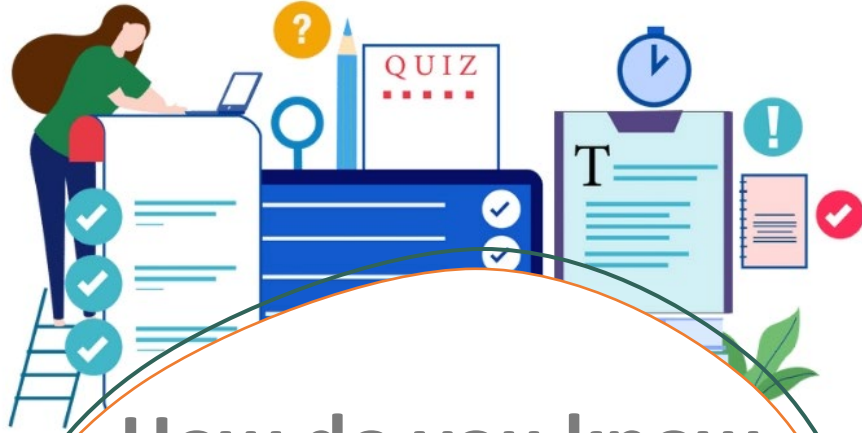
Presentation materials:

- Computer
- Power Point Presentation Program
- Projection and screen
- Microphone and audio system
- Pointer
- Poster-sized paper or whiteboard and marker
- Etc.

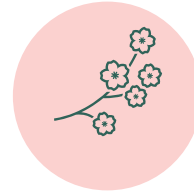
Guidelines for selecting presentation media

- There is no best media. There is only suitable or compatible media.
- If you're not good at it, practice.
- Have a backup plan
- Factors in media selection are:
 - ✓ Message to be delivered
 - ✓ Audience
 - ✓ Place

6. Training Assessment



How do you know
that the results are
in line with the
goals you set?



Observe by answering or
asking questions during
the training



Test with a quiz



Practical test



Observe behavioral changes
or increased participation

Techniques for being a speaker

Using voiceover in presentations

Be clear / Exciting / Lively tone / Not monotonous / Polite

The body language

Be enthusiastic and sincere / Move your hand to explain / Hold the microphone steady / Facial expressions / Make eye contact

Things to avoid in the presentation

**Dressing too casually or too formally / Moving around too much /
Make little or too much eye contact / Scowling and not smiling /
Using inappropriate humor**

Question management

**Be respectful / Don't laugh at or insult / Improve understanding /
Summarize the questions and answers at the end**



Summary of training management guidelines

**Set the
objectives**

**Coordinate
with relevant
parties**

Planning phase

**Target
participant**

**Organize
teams and
divide duties**

**Lay out the
task format**

**Budget
plan**

Summary of training management guidelines

**Check the
availability of
the facility**

**Locations
and
equipment**

**Check the
availability
of the device**

**Check
availability of
the document**

Summary of training management guidelines

**Coordinate with
external parties
and team members**

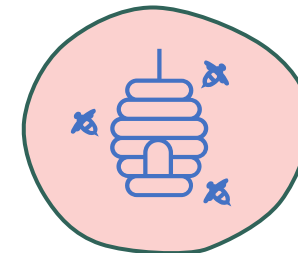
During the training

**Store
important
documents**

**Control
the time**

**Stay alert
and solve
immediate
problems**

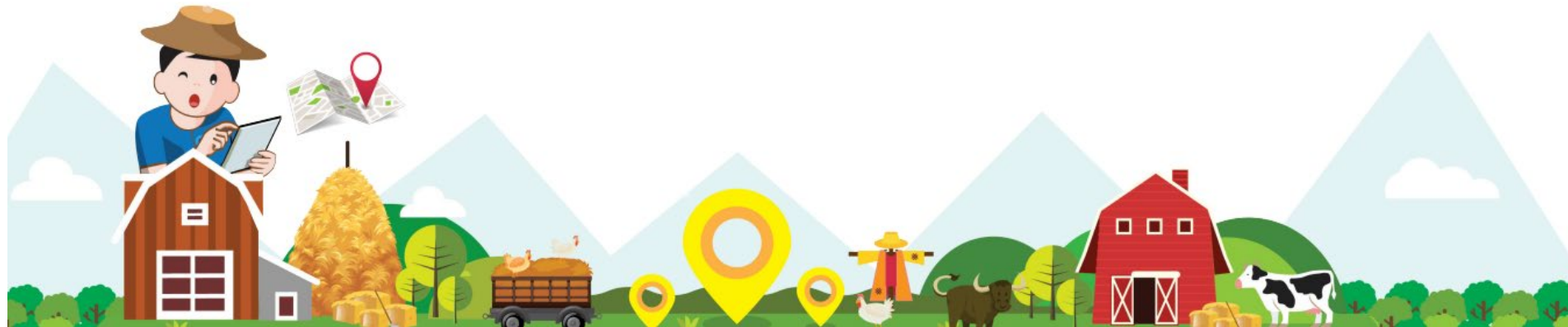
Examples of transfer activities used for changing farmers' attitudes towards the production and processing of organic agricultural products to meet standards



My farm game

It is a game for farmers trying to plan how to manage their farms. There are 4 types of farmland model simulations and 5 types of supporting factors, both in terms of production, processing and marketing. The rolling dice represent the obstacles that may happen during the year.

Can play 4-5 people at a time, takes about 30 minutes.



how to play

Start game: Every player will have 3 baht and 1 Paddy rice card.

In each turn:

- Players take turns rolling the dice.
- All players will receive money and lose money according to the dice and cards they have.
- The player who rolls the dice, can buy **1 Farm card** and **1 Support card**.

The game ends: when one player has 500, will play that round as the last round. Then the person with the highest total money wins.

Meaning of Dice Points



1. Farmer sick

- have a **chemical use card** -1/2 of your money
- No **chemical use card** -1/3 of your money



2. Flood -2 per farm card



3. Drought, no water reservoir card -2 baht per 1 farm card.



4. Diseases and pests roll the dice again for select farm type for pandemic



Rice



Crop



Vegetable



Fruit orchard



no pandemic

No **chemical** and **organic cards** -2 per 1 farm card







5. Normal = nothing happen








6. Check for toxicity contamination, have a chemical use card -10

type of card

Farming cards come in 20 cards each, available for purchase until stocks run out of cards.

Paddy Rice  price 5 baht Productivity = 3 every round	Crop field  price 5 baht Productivity = 3 every round	Vegetable plot  price 8 baht Productivity = 4 every round	Garden  Price 10 baht Productivity = 5 every round
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Contribution cards come in 5 cards each, You can buy 1 card per person.

fertilizers and chemicals  Price 10 baht Productivity x 2 every round	organic farming  Price 15 baht Productivity x 2 every round	Processing  Price 20 baht Productivity x 2 every round	market  Price 15 baht Product price x 2 chemistry Product Price x 3 Organic	water reservoir  Price 15 baht Save the crop from Drought (dice = 3)
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* When you have this,
the chemical card will
not be active.

* Applicable to a single product type
* Use to multiply with the yield after
multiplying with chemical or organic

* Used to multiply
with the last output

For more information



Trainer's Guide to Organic Rice Production and Processing in Thailand

Chapter 6 Training skills for trainers, and Training Planning

