

SRIIOM

Sri Ramakrishna International Institute of Management

<http://www.sriiom.com>. Email: sriiom@sriiom.com, Call : 9967137000 / 022 - 49724684

ACADEMY FOR LEARNING & DEVELOPMENT

ONE YEAR POST GRADUATE ADVANCED CERTIFICATE PROGRAMME IN LEARNING & DEVELOPMENT.

(A TRAIN THE TRAINER PROGRAMME)

WHO WILL BENEFIT MOST

Any Graduate who wants to evolve as a Great Trainer

STARTING DATE

It will start on 3rd May, 2020

It will be held as a Practical Skill Building Workshop from 11am to 5pm on the 1st Sunday of the month for 10 months.

The Trained and Best students will be requested to be our Faculty for conducting different Training Programmes in varied companies in different topics.

VENUE:

It will be held in SRIIOM Training Centre in Oberoi Garden, Chandivali , Powai , Mumbai

COURSE FEE:

Rs. 10,000/- per month per month or Rs.1,20,000/- per annum.

PROGRAMME DIRECTOR:

Prof. Ashoke K Maitra, Ph.D Stanford University, USA,
Founder SRIIOM, Certified Trainer by American Society for Training and Development (ASTD)

SRIIOM has got the Education Award from Oxford University, U.K.

OBJECTIVE:

1. To create great Training professionals who can spearhead capability development.
2. To create great Trainers who can effectively use applied behavioural sciences to conduct training.
3. To create great Behavioural Science Trainers

Who will benefit most ?

Any Graduate who wants to be an accomplished Capability Building professional in the Aviation, Banking, Finance, Securities, Insurance, Hotels, Hospitals, Restaurants, Manufacturing etc.

Methodology ::

This is an Experiential Practical Skill Building Programme with practical sessions with Video -shooting, Role Plays, Simulations, Practical Projects to design and conduct training programmes to create great trainers.

Fact:

All our previous students have become most accomplished trainers in the industry, L& D Heads & O.D. specialists.

This is an original, highly impactful skill building course aimed to create expert trainers.

Some of our students are Head of L & D in HDFC Life Insurance Ltd, Aditya Birla Group, Tata Motors, Raymonds, Piramal Group, TCS etc.

Contact Us:

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OBJECTIVE & TRAINING DESIGN:

1. Our Goal is to create great L & D Experts who can cater to capability development.
2. We will cover all aspects of O.B., Learning and Development , Applied Behaviourial Sciences & O.D, so that you learn to transform the lives of people.
3. This is a practical programme wherein participants will learn to design and conduct training which will be videotaped and played back to them to understand their own deficiencies.
4. This programme improvise upon the basic skills of training which are observation, analysis and evaluation skills. It trains an aspirant on the best ways of training delivery, which would be interesting in nature thereby, increasing the effect of the training session on the trainees.
5. It help an aspirant to understand group dynamics and make customized training programs and handle any criticism or antagonism that may arise within a training room.
6. The trainer is trained to devise and deliver a training session that helps address the needs of an individual and the audience at large.
7. The trainer in this course learns the importance of offering constructive feedback and learn to handle objections as well as handling difficult partiipants.
8. We teach various Facilitation Skills like Conversation Method, Open Space Technology, OICA etc to involve and empower participants.
9. Training delivery is first and foremost, a skill that is acquired through proper knowledge of training methodologies. A trainer in the course of a training session, might need to change for better training delivery to better fit the training purposes and the psyche and understanding of a particular training group.
10. We will extensively cover E-Learning and invite faculty to demonstrate and discuss case -studies as to how E-learning was implemented to improve business performance.

PROGRAMME CONTENT

Module 1: Importance of Learning & Development in Organization Development.

Module 2 : Assessment of Leadership and Managerial Potential through Assessment Centres , Development Centres, Creating Individual Development Plans and Career Plan.

Module 3: Learning to conduct Training Need Analysis

Methods to analyze training needs from Performance Appraisal.

Designing competency based training using competency framework.

Module 4 : Learning Styles

How to improve adult learning using experiential methods.

How different people learn and understanding one's own learning style.

Module 5 : Learning various techniques of training

Module 6: How to Set Objectives for a Training Programme

Module 7 :Practical Methods in Conducting a Training Programme

- Building an instant rapport with the participants.
- Building multi-sensory sessions which will be effective and memorable ways to involve the audience.
- Imaginative ways to improve internalization.
- Creative ways to start a session.
- How to encourage 'active' listening
- Learning how to pace the session right.
- Livening up your training session.
- Planning effective training sessions - The key ingredients

Module : 8 Learning different types & Methods of training.

Learning to use different methods like Role -Play, Group Discussion, Management Games, Simulation, etc to improve the effectiveness of training.

Module 9 : E- Learning, Learning Management systems etc. Module:

- A. Concept of E -Learning and self paced learning.
- B. Machine Learning
- C. Learning Management Systems
- D. Gamification

Module 10 : The Training Environment.

Discovering an ability to really see what's going on in the room.
Creating an learning environment with stories, anecdotes.
Handling difficult people.
Understanding abnormal behavior.

Module 11 : Handling Equipment:

Learning to use different technology like Power Point Presentations , LCD Projector, Flip Chart, Film Clips etc to make the training interesting.

Module 12 : Learning to use Facilitation Skills for Leadership Development.

Learning participatory method of training.
Learning participatory techniques such as, ORID - Conversation Method.OICA for Innovation, Open Space
Technology to use people's passion to take responsibility in change management.
Brain Storming & other Facilitation Skills.

Module 13 : Understanding the concept of Organization Learning & Learning Organization.

How Learning Organizations can grow and progress.
Case -studies of Learning organization.

Module 14: Developing Platform Skills.

- A. Learning to use the body properly.- Kinesics.
- B. Voice Modulation
- C. Maintaining Eye Contact with everyone.
- D. Using creative methods to engage the audience.

THE ENTIRE PROGRAMME IS TAUGHT WITH PRACTICE SESSIONS WHICH ARE VIDEO TAPED AND SHOWN BACK TO THE PARTICIPANTS

Module 14 : Measuring Training Effectiveness.

Learning to measure the effectiveness of training. Learning to use Kirkpatrick's model of Training Evaluation.

Module 15 : Measuring ROI of training.

Measuring the effectiveness of the training programme is extremely important to measure what has been the impact in terms of improvement of productivity , performance, behavioural change or skill development.

Our Approach:

We believe training is a Performing art.

One has to do it right the first time.

There are no retakes possible like in Films. Training is like acting in a Drama or performing dance in front of an audience.

The most important person is the participant in the training room.

The Goal of the trainer is to be committed for maximum learning and internalization .

Our Faculty:

We have the best faculty from the industry who have been conducting training in Sales Management, Insurance, Implementing E- learning in companies and building architecture for self paced learning.

Lead Faculty and Dean

Prof. Ashoke K Maitra, Ph.D Stanford University, USA, Founder SRIIOM, Certified Trainer by American Society for Training and Development (ASTD) and NTL, USA.

Visiting Invited Faculty:

Ms. Sushma Sharma- Faculty for Sensitivity Training and Applied Behavioural Sciences. Former Chairperson of ISABS, CEO of Resonance Consulting.

Mr. Anjali Raina : Executive Director of Harvard Business School

And Other distinguished Faculty who are working at the level of V.P. and Above

Contact us:

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