

Train-the-Trainer and Licensing



CHOOSING THE LICENSING APPROACH

The train-the-trainer option is a popular choice for organizations that are seeking to reduce expenses and direct the delivery of the training internally. The certification process is designed to be both user-friendly but rigorous as well – ensuring the highest levels of success for everyone involved. Our goal is to assist internal facilitators in preserving the integrity of the program content and maximizing successful outcomes for the participants. Clients have commented that our train-the-trainer program was “the best they had ever been through”. As a result of these high standards, the reputation of your organization and that of RDR Group is greatly enhanced.

HOW THE TRAIN-THE-TRAINER IS STRUCTURED

TRAINER SELECTION

RDR Group believes that the strength of a T3 experience begins with the proper selection of internal trainers. Some candidates are passionate about certain subjects but ineffective communicators. Others are skilled presenters but “less than ideal” spokespersons on a given topic. Each client is subsequently given a checklist to aid in the evaluation of potential trainees so the best possible team is formed in order to deliver the specific training effectively.

OBSERVATION

Candidates are then asked to observe a training that is facilitated by an RDR Master Trainer so they can see the program delivered in “real time” with live participants by a seasoned veteran.

INSTRUCTION

Internal trainers then participate in an intensive learning laboratory where they become familiar with the program content, practice their delivery and receive personal coaching from the RDR Master Trainer.

CERTIFICATION

Actual sessions are scheduled where candidates are asked to co-train various modules from the workshop with an RDR Master Trainer. The trainee then facilitates a solo session under the supervision of an RDR Master Trainer in order to receive their final certification.

ONGOING SUPPORT

Once trainees are certified and begin delivering sessions on their own, they are not suddenly abandoned. The RDR Team continues to be available for support, consultation and coaching to ensure the ongoing success of the initiative. Also, if significant upgrades or changes to the material are made during the duration of the license – these improvements are sent to the client electronically, along with any assistance needed in their implementation. In our minds the partnership extends beyond the train-the-trainer and license parameters to whatever might be needed.

CONCLUSION

At the end of the day, our goal is to achieve superior training results for our clients – where internal trainers become content experts and champions of the material they are presenting. By means of their familiarity with the organization, a well equipped internal training team can incorporate first-hand knowledge of the culture and deliver quality training at considerable savings.