

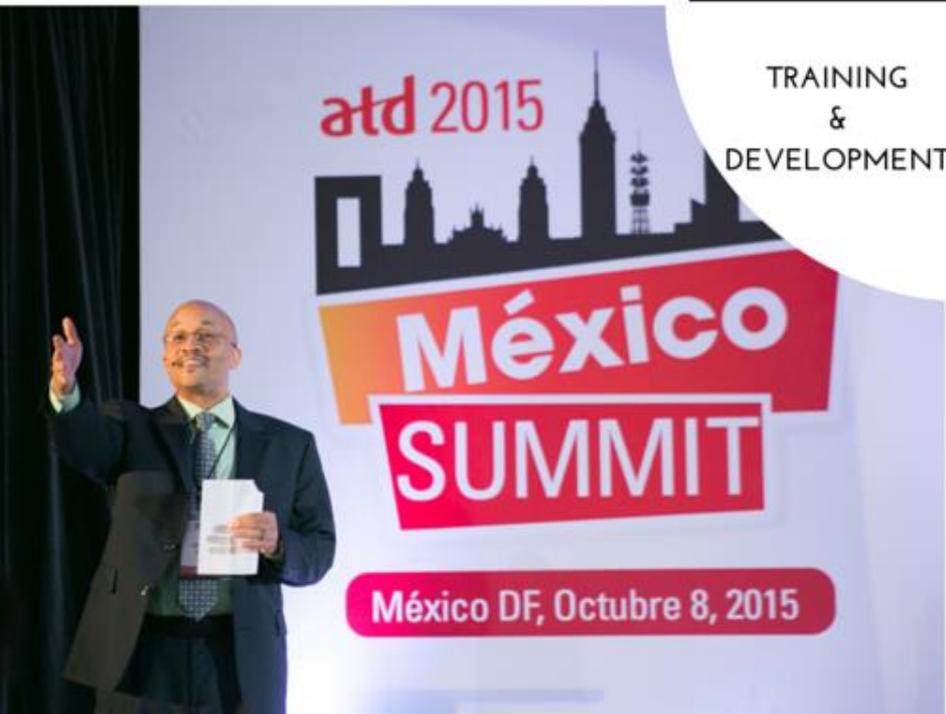


# Master Trainer Program

**Facilitated by Sardek P. Love**

**President and Founder**

**Infinity Consulting and Training Solutions, Inc.**







## WHY PEOPLE ATTEND?



# Group Sharing

## What Challenges Do Trainers Face at Work?



**WHAT BARRIERS GET  
IN THEIR WAY**

# **TOP** CHALLENGES TRAINERS FACE AT WORK

**1**

**2**

**3**

**4**

**5**



**WHAT BARRIERS GET  
IN THEIR WAY**

# **TOP** CHALLENGES TRAINERS FACE AT WORK

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**Managing Change**

A photograph showing three men sitting at a table in a meeting room, focused on their work. They are surrounded by several spiral-bound notebooks, pens, and water bottles. The man on the left is wearing a dark jacket and glasses, the man in the middle is in a white shirt and glasses, and the man on the right is in a dark jacket and glasses. They appear to be in a collaborative work environment.

**STRENGTHEN YOUR  
KNOWLEDGE & SKILLS**

**CONFIRM YOUR CREDIBILITY  
IN DELIVERING ENGAGING  
TRAINING**





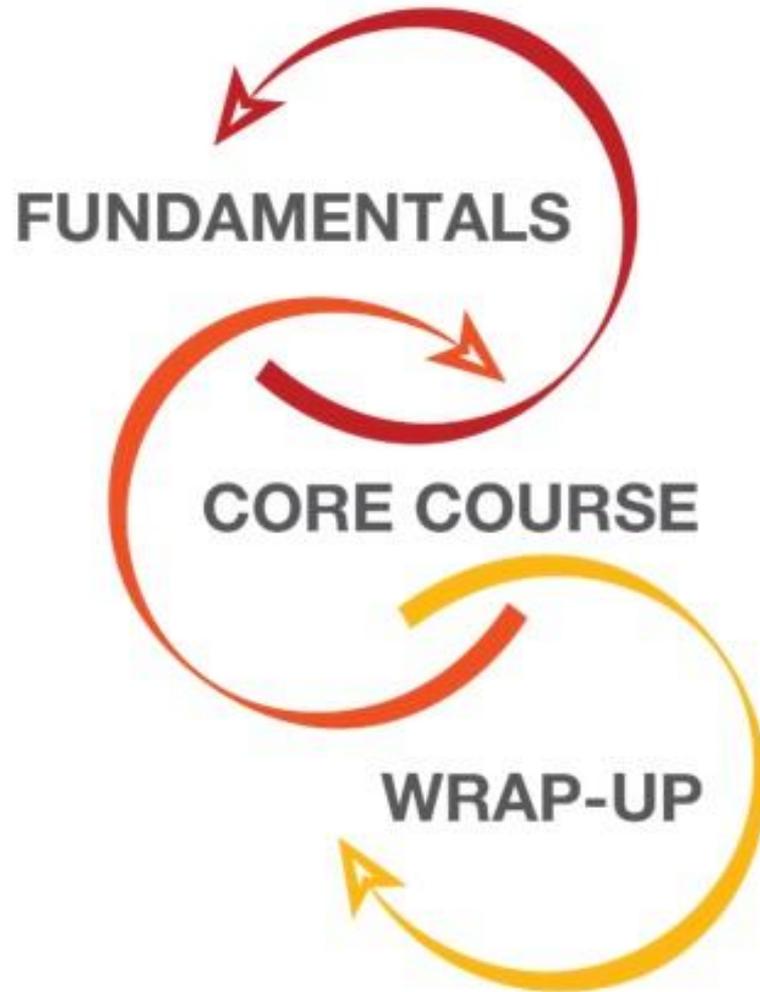
**POSITIVELY IMPACT**  
**PEOPLE & THE**  
**ORGANIZATION**



# ATD MASTER TRAINER

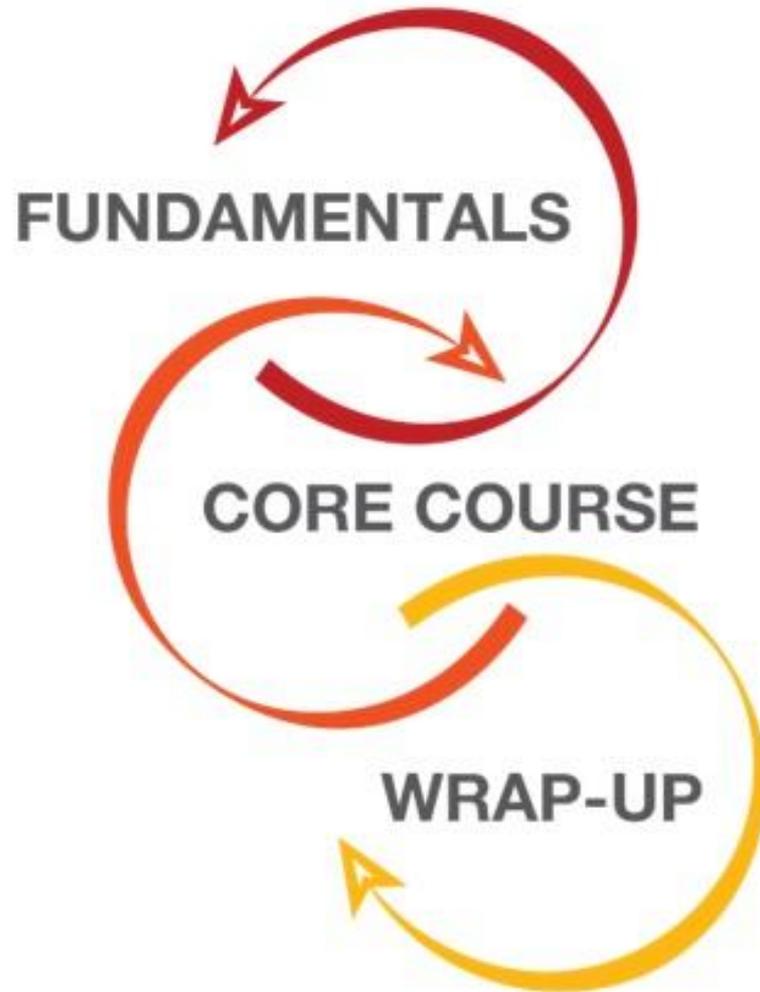


# Uniqueness of the Program





# Uniqueness of the Program





**WHO SHOULD ATTEND?**





Trainers wanting a  
solid framework for  
delivering training



Trainers wanting a  
solid framework for  
delivering training



Subject matter  
experts





Trainers wanting a solid framework for delivering training



Subject matter experts



Experienced trainers seeking to confirm their mastery of facilitation

A man in a dark suit and blue striped tie smiles warmly at the camera. He has a name tag that says "Ben". In the background, a group of people in business attire are blurred, suggesting a professional event or conference.

## KEY BENEFITS OF THE PROGRAM

# Key Benefits of the Program

Part 1: Fundamentals

## ■ Tools

### Learning Prioritization Inventory



#### □ Introduction

This *Learning Prioritization Inventory* will guide and maximize the learning experience. Please complete this inventory before the Core Course, with your manager if applicable, to identify priorities. During the Core Course, use this inventory to track your progress, then after the Elective, meet again with your manager—if applicable—to discuss application, measurement, and results. This inventory also supports the criteria for the Skill Demonstration.

- 1 = Never
- 2 = Not usually
- 3 = Sometimes
- 4 = Usually
- 5 = Always

	Preprogram Complete 3 weeks prior to the Core Course	Post-Program Complete following the Elective
<b>Prepare for the Session</b>		
I seek to have a clear understanding of the champion of the training and their goals/expectations.		
I review the roster of participants and learn as much as possible about them before they arrive in the training room.		
I confirm that the proposed objectives and design of the materials will meet the needs of the participants.		

# Key Benefits of the Program

- Tools
- Templates



# Key Benefits of the Program

- Tools
- Templates
- Individual coaching & feedback



# Key Benefits of the Program

- Tools
- Templates
- Individual coaching & feedback
- Techniques for evaluating training at 4 levels



# Key Benefits of the Program

- Tools
- Templates
- Individual coaching & feedback
- Techniques for evaluating training at 4 levels
- Video of your final delivery





HOW WE HELP YOU BECOME A MASTER TRAINER

# Transfer of Training (Broad and Newstrom)

	BEFORE	DURING	AFTER
MANAGER			
TRAINER			
PARTICIPANT			

*Which role / time combinations produce the most powerful transfer of training?*

*1 = highest impact on transfer of training*

*9 = lowest impact on transfer of training*

# Transfer of Training (Broad and Newstrom)

	BEFORE	DURING	AFTER
MANAGER	1	8	3
TRAINER	2	4	9
PARTICIPANT	7	5	6

*Which role / time combinations produce the most powerful transfer of training?*

*1 = highest impact on transfer of training*

*9 = lowest impact on transfer of training*

# Is Training A Solution to the Problem?

QUESTIONS	POTENTIAL RESPONSES			
Does s/he have the skill to do the job?				
Does s/he have the will to do the job?				
Is s/he allowed to do the job?				
Results				

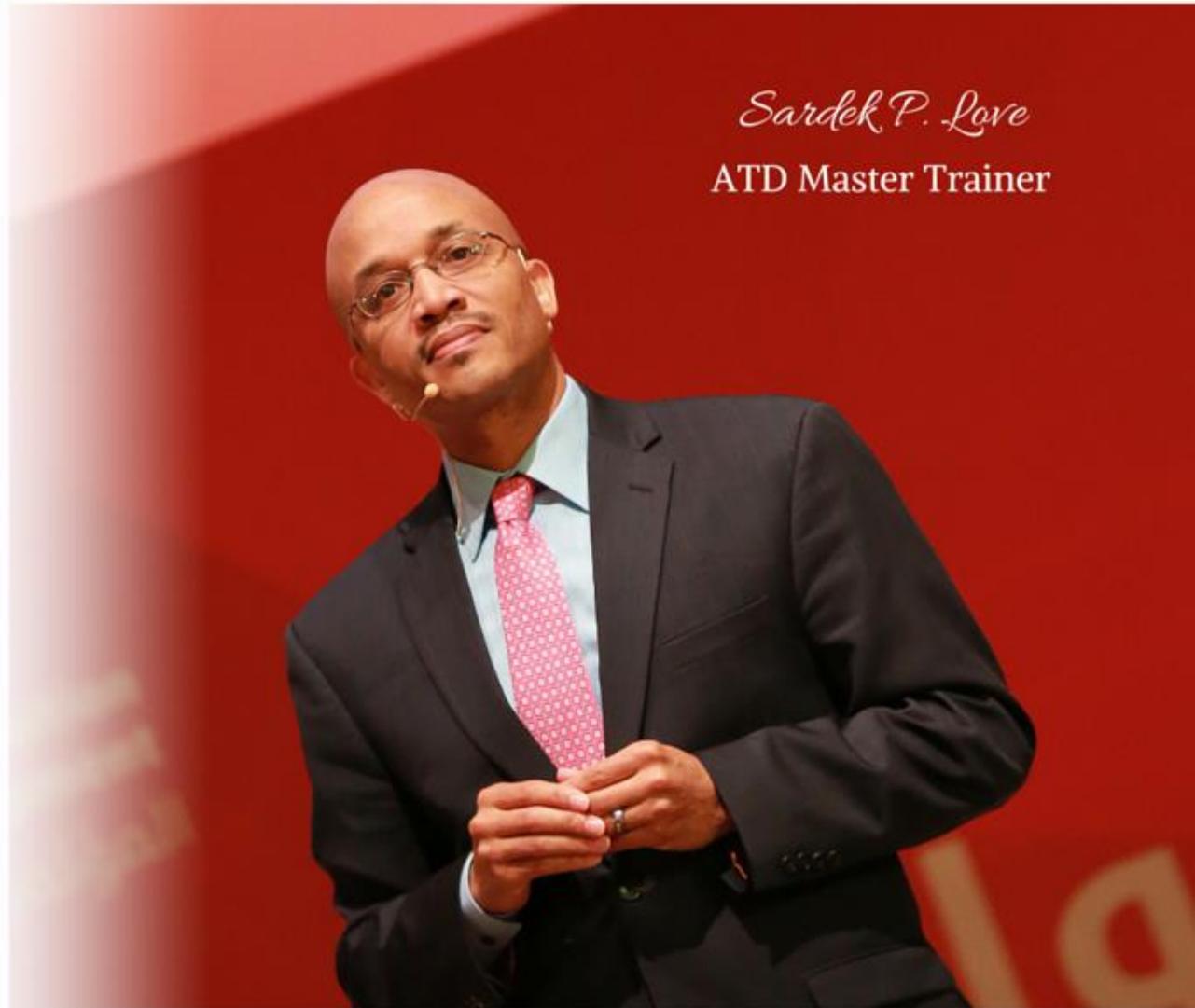
# Is Training A Solution to the Problem?

QUESTIONS	POTENTIAL RESPONSES			
Does s/he have the skill to do the job?	<b>NO</b>	<b>YES</b>	<b>YES</b>	<b>YES</b>
Does s/he have the will to do the job?	<b>YES</b>	<b>NO</b>	<b>YES</b>	<b>YES</b>
Is s/he allowed to do the job?	<b>YES</b>	<b>YES</b>	<b>NO</b>	<b>YES</b>
Results	Training may be a solution.	May have a motivation problem. Training is <b><u>NOT</u></b> a solution.	Training is likely <b><u>NOT</u></b> a solution.	Training is likely <b><u>NOT</u></b> a solution.

**REGISTER NOW!**



**Shanghai, China**  
**September 19 - 22, 2016**



*Sardek P. Love*  
ATD Master Trainer

**Register at**  
**<https://www.td.org/Education/Programs/ATD-Master-Trainer>**

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