

# TRAINING DELIVERY

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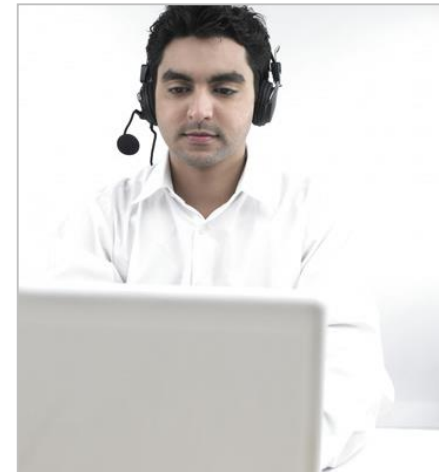
## Penyusunan Desain Pelatihan



# Delivery Methods

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- Presentation
- Video
- Computer Based Training
- Hands-on



# What makes a good training session?

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Knowing your audience

Having good objectives - plan

Listening to participants needs

Enabling interaction between participants

Using questions – facilitate not lecture

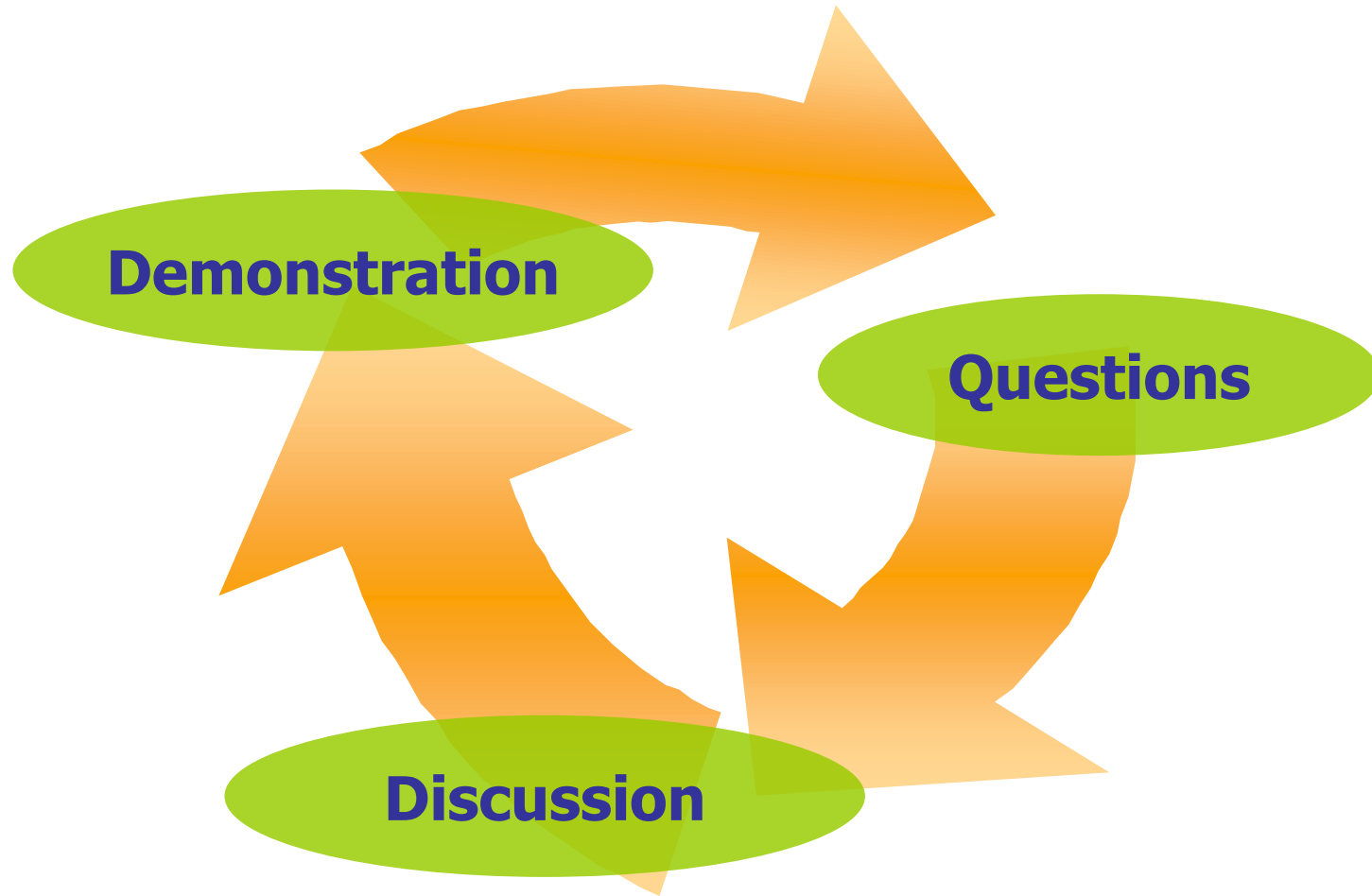
Anecdotes and case studies

Reflection

Feedback

Evaluation

# Invite Participation



# Ask Questions

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- Don't assume understanding
- Ask open-ended questions for deeper learning



# Lead the Discussion Smoothly

- Allow for multiple viewpoints
- Strive toward consensus
- “Re-view” your objectives
- Rely on “why”



# The Trainer

- Looks for opportunities
- Takes training seriously
- Shares the responsibility
- Gets others involved

# Exercise

To make training successful, you should:

- 1** Encourage **participation**
- 2** List **objectives**
- 3** Build **understanding**
- 4** Break material into **chunks**
- 5** Ask **questions**
- 6** Lead the **discussion**