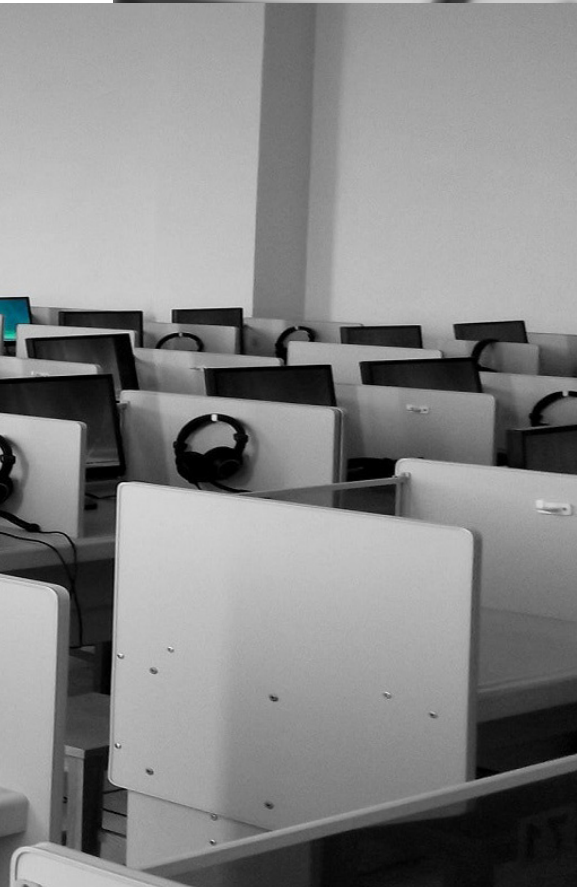


Why training is facing barriers



Training barriers

episode 01



Day after day challenges appear to be more in job searching, qualifications and skills are essentials to give you a first step in applying for a job.

So logically with all of these barriers the need of training should be more.

If you make a kind of survey and try to ask training institutes about training needs, the conclusion will be “it’s not like before, people are not interested in training like before”

A very strange conclusion !

If I need more skills to be able to find a job, how could it be less interest in training!

Through this magazine and it’s weekly articles, we would like to discuss this point through our next episodes, we will discuss it from our point of view as trainers of years of experience in training field and through our discussions with my trainees plus the perspective of training institutes strategies.

To be continue in next issue...

“The Trainer”

It's not enough for trainers to be only knowledgeable with a great presentation skills, successful trainer is the trainer who can efficiently deliver the course whatever the character of the candidate and whatever her/his learning style.

When we start a session, we should introduce ourselves with no affectation or pretension, but in the same time we should show efficiency and professionalism. Also we have to ask trainees to introduce themselves to the group, ask them about their target from the course, about their background and about their expectations. These questions will be your first test to understand the attendees and to take the first step to break the ice.

Sometimes you will train a person who believes that he is the victim of the group because of his “poor background” and whatever you try to prove that they are all on the same page, he will not ever believe you, so what are you going to do!

It's also normal having different styles of learners in the same class:

- Aural Learners who are audio learners, their best way in learning is listening.
- Visual Learners whom their best style in learning when the training is presented to them visually.
- Kinesthetic Learners, and these learners retain the most amount of information with their senses, as they learn via experience and hands-on.

So, we have to deliver the training in a way that reaches all of these styles.

Some of the trainees acts as the group leader and likes to have the full control over the class, if the trainer ignores controlling that type of people s/ he will lose the control over the class.





We may meet the experienced level of trainees who comes to learn and to show their skills as well. Use their positive intention to help others, but with limit, don't forget that you're the leader, and show them your skills in an acceptable way to keep their trust, manage their participation to protect others from feeling frustrated. These are some of the skills that you have to learn about and to improve to be professional and successful trainer.

Be Knowledgeable, understand your trainees' skills, characters and psychology.

Be flexible, patient and wise, engage them and respect their needs, abilities and targets. Be the light on their way, simply be a **TRAINER**.