Trainer Competencies

PRESENTING

- Creates an environment conductive to learning - sets the scene and sets the tone – presents self as credible
- Develops communication with the group while leading on the content

- Manages a safe, respectful and inclusive process
- Manages the practicalities of each session including visual aids, timing and summary

- Works with the content in a way that makes it accessible to the group
- Uses visual aids and other techniques in a way that enhances learning.

FACILITATING

- Creates an environment conductive to learning - sets the scene and sets the tone
- Develops communication and interaction with the group and individuals

- Manages a safe, respectful and inclusive process
- Manages the practicalities of each session including visual aids, timing and summary

- Works with the content in a way that allows the group to generate ideas and conclusions
- Enables learning through active engagement with the topic and the learners.

COACHING

- Creates a relaxed environment conductive to learning
- Develops communication and interaction with the individual and the group

- Manages a safe, respectful and inclusive process
- Manages the practicalities of each session including timing and summary

- Works with the individual to improve performance through selecting interventions for maximum impact and acknowledging individual strengths
- Enables the group to benefit from that learning.

GIVING FEEDBACK

- Creates an environment conductive to learning - sets the scene and sets the tone
- Develops communication and interaction with the individual or group

- Manages a safe, respectful and inclusive process
- Manages the practicalities of each session including timing and summary

- Works with the content in a way that makes it accessible to individuals, and enables participants to express their views and recognise their strengths and weaknesses
- Facilitates learning through clear examples and relevant summaries for learners to apply.