

# ADR TRAINER INDUCTION PROGRAMME

Delivering an ADR training programme requires a skilled trainer who communicates well, knows how learners "learn", and has a high level of energy and enthusiasm about the content being taught.

Equilibrium considers first interactions with trainers as critical, fundamental to determine how well a newly qualified ADR professional performs their job.

Equilibrium prepares all of its trainers, assessors and coaches so as to ensure that trainees obtain the best quality training and support throughout and after qualifying.

The training is blended requiring prospective trainers to complete designated activities and in class practice and observation. Trainers must be prepared how to observe a mediation role play and give appropriate feedback; how to help trainees look for appropriate underlying needs and interests.

The training period depends on a given trainer's previous experience. For senior ADR professionals (more than 200 hours of professional practice), the requirement is to participate and be assessed in at least one full training programme delivered by Equilibrium to understand the materials and methodology.

For less experienced (less than 200 hours of professional practice), prospective trainers are required to participate in at least two full training programmes.

Online Self Study Components.

## **Module 1**

- How Learning Works
- Accelerated Learning
- Competency Based Training

## **Module 2**

- The importance of Sequence
- How to present
- How to balance
- Using examples

## **Module 3**

- Monitor progress
- Increase retention

- Exploit Repetition
- Question strategies

## **Module 4**

- Prepared training sessions
- Giving systematic and specific individual feedback specially after a role paly
- Control pace

## **Module 5**

- Body language
- Verbal communication
- Listening skills