Train the Trainer: From Design to Delivery Masterclass

15 – 19 February 2027
Lyon (France)



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Why This Course

Delivering impactful training requires more than subject expertise—it demands the ability to engage learners, structure content effectively, and create an environment where knowledge is retained and applied. Whether you are new to training or looking to refine your approach, mastering these skills is essential for delivering real value.

This intensive 1-week Train the Trainer program is designed to build strong, practical capabilities in training design and delivery. It combines proven learning principles with hands-on practice, helping participants become confident trainers who can engage audiences, manage sessions effectively, and deliver measurable learning outcomes.

What You'll Learn and Practice

By joining this program, you will:

- Design learner-centered training programs using proven learning principles.
- Develop strong presentation and facilitation skills.
- Create engaging training materials and visual aids.
- Apply a variety of delivery methods to suit different audiences.
- Evaluate training effectiveness and provide meaningful feedback.
- Manage challenging situations and diverse learning styles confidently.

The Program Flow

Day 1: Foundations of Training

- Understanding adult learning principles and how they influence training.
- Conducting training needs analysis to identify learning gaps.
- Applying instructional design models to structure programs.
- Setting clear and measurable learning objectives.

Day 2: Designing Effective Training

- Developing structured training curricula.
- Creating engaging and relevant training materials.
- Designing interactive exercises and activities.
- Integrating multimedia and technology into training design.



Day 3: Mastering Training Delivery

- Building confidence in presentation and public speaking.
- Applying facilitation techniques to engage participants.
- Managing group dynamics effectively.
- Adapting delivery styles to different learning preferences.

Day 4: Advanced Training Techniques

- Using active learning strategies to increase engagement.
- Applying storytelling to enhance understanding and retention.
- Handling difficult participants and challenging situations.
- Exploring virtual and blended learning approaches.

Day 5: Evaluation and Continuous Improvement

- Applying structured methods to evaluate training effectiveness.
- Giving and receiving constructive feedback.
- Measuring learning outcomes and training impact.
- Building a personal development plan for continuous improvement as a trainer.

Individual Impact

- Strengthen your confidence as a trainer and facilitator.
- Improve your ability to design and deliver engaging training sessions.
- Enhance your communication and presentation skills.
- Develop a structured approach to evaluating and improving training.

Organizational Impact

- Improve the quality and effectiveness of internal training programs.
- Increase employee engagement and knowledge retention.
- Support consistent learning and development practices.
- Enhance overall performance through better training delivery.

Training Methodology

This program emphasizes hands-on learning through:

- Practice sessions and live training delivery.
- Interactive workshops and group activities.
- Peer feedback and guided reflection.
- Tools and templates for immediate application.



Beyond the Course

By the end of this program, participants will be equipped with the skills and tools needed to design and deliver impactful training programs.

They will return ready to:

- Develop complete training programs from concept to delivery.
- Deliver engaging and professional training sessions.
- Apply facilitation techniques to manage diverse groups.
- Continuously improve their effectiveness as trainers.

This course enables professionals to transform training into a dynamic and results-driven experience that supports learning, engagement, and performance.

