

Train the Trainer Course

Course Overview

Date: April 25th (09:00–18:00)

Location: Stockholm, Karolinska University

Further details about the course location will be provided later.



Course Objectives

By the end of this course, participants will be able to:


- Understand how adults learn differently from children and apply andragogy principles
 - Design and manage effective course openings and real-time facilitation
 - Write clear learning objectives aligned with Bloom's taxonomy
 - Choose and implement active learning techniques appropriate to cognitive levels
 - Build a simple yet comprehensive evaluation framework
 - Create an action plan for implementing changes in their own teaching contexts
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PROGRAM

Morning Session – Foundations and Course Management

Time	Session	Format
09:00–09:20	Welcome & Icebreaker	Plenary + pairs
09:20–09:50	Session 1: How Adults Learn	Presentation
09:50–10:15	Session 2: Adult Learning in Our Daily Practice	Small-group work
10:15–10:30	 Coffee Break	
10:30–11:00	Session 3: Managing a Course	Presentation
11:00–11:40	Session 4: Designing the Course Opening	Small-group work
11:40–13:00	Session 5: Managing Group Dynamics	Role-based activities
13:00–14:00	 Lunch Break	

Afternoon Session – Teaching Techniques and Evaluation

Time	Session	Format
14:00–14:15	Post-lunch Icebreaker	Pair activity
14:15–14:45	Session 6: Teaching Techniques & Bloom's Taxonomy	Presentation
14:45–15:15	Session 7: Learning Objectives and Methods	Workshop
15:15–15:30	 Coffee Break	
15:30–16:00	Session 8: Evaluation & Continuous Improvement	Presentation
16:00–17:00	Session 9: Designing an Evaluation Plan	Workshop
17:00–18:00	Session 10: Integrated Practice & Personal Action Plan	Group work

Session Descriptions

Session 1: How Adults Learn

Presentation – 30 minutes

Learn the foundational principles of andragogy and how they differ from traditional teaching of children. Discover the 5 key characteristics that define adult learners and understand the mindset they bring to the classroom.

Session 2: Adult Learning in Our Daily Practice

Small-group work – 25 minutes

Apply what you've learned to your own teaching contexts. Work with colleagues to identify where current training practices may not align with adult learning principles and design practical improvements.

Session 3: Managing a Course – Before and During

Presentation – 30 minutes

Master the fundamentals of course management: how to set up your environment, create psychological safety in the first few minutes, and recognize and respond to participant engagement in real time.

Session 4: Designing the Course Opening

Small-group work + simulations – 40 minutes

Design the opening of one of your own courses. Practice the exact language and behaviors that build trust, clarify relevance, and set the stage for active learning.



Session 5: Managing Group Dynamics

Role-based activities – 80 minutes

Learn to recognize and skillfully manage the four common personality types in any group: the dominator, the silent participant, the skeptic, and the person who keeps going off-topic. Practice effective responses in realistic scenarios.

Session 6: Teaching Techniques & Bloom's Taxonomy

Presentation – 30 minutes

Understand Bloom's six cognitive levels and discover how to allocate your training time wisely: spending less time on lower-level knowledge and more on higher-order thinking (apply, analyze, evaluate, create).

Session 7: Learning Objectives and Methods

Workshop – 30 minutes

Rewrite your own learning objectives using powerful action verbs and high cognitive levels. Match each objective with the teaching technique best suited to achieve it.

Session 8: Evaluation & Continuous Improvement

Presentation – 30 minutes

Go beyond "Did you like it?" Learn Kirkpatrick's 4 levels of evaluation and understand why measuring behavior change and business results is crucial for proving training impact.

Session 9: Designing an Evaluation Plan

Workshop – 60 minutes



Build a realistic evaluation framework for one of your own courses. Define what you'll measure at each level, how you'll collect the data, and when you'll follow up with learners.

Session 10: Integrated Practice & Personal Action Plan

Group work + individual planning – 60 minutes

Bring everything together. Work with colleagues to design a complete training module, then commit to three concrete changes you'll implement in your own teaching within the next month.

Breaks and Meals

Coffee breaks: 10:15–10:30, 15:15–15:30

Lunch: 13:00–14:00

What to Bring

- Notebook and pen
 - Comfortable dressing
 - Your previous experiences
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After the Course

You will receive:

- A certificate of participation

A follow-up session will be offered 30 days after the course for participants to share their experiences and troubleshoot implementation challenges.



Contact Information

For questions or special requests:

mail to: education@estesonline.org

Thank you for committing to becoming an excellent trainer. The world needs you.

Educational Committè Crew