



Train-the-Trainers Program

10 TRAINING ACTIVITIES

| What | How |
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| Artistic Games/Metaphors - Think Jeopardy Family Feud, Poetry Writing, Sculpture, etc. | Emphasizes creative, open-ended activities |
| Case Studies - Bringing in a real or simulated example to illustrate a concept or process | Emphasizes way of bringing real-life experience into a structured learning setting and opportunities for processing information |
| Concentric Circles - A facilitation strategy like "speed dating" where you structure conversations on various questions | Emphasizes structured, paired sharing |
| Fishbowl Conversation - Think of the old fashioned glass fishbowl. This has a moving center of conversation and observation, which you switch up at times. | Emphasizes fluid dialogue and gradual integration of participants |
| Open-ended Exploration , built around key experiences - May start with 'what do you want to learn' or narrating a process or concept through a strategic set of guided open questions | Emphasizes opportunity for active learning, engagement with presenters, speakers, but requires very experienced guide |
| Illustrate/Practice or Guide/Do - Can be done creatively with case studies or stories (even from participants) - varies from learn to try to critique | Emphasizes dialectic process of knowledge and practice, thinking and doing, and opportunities to apply information |
| Role Plays/Freeze - Similar to the one above, but with planned role plays and scenarios to engage individuals and small groups in practicing and applying a new skill or idea (e.g., facilitation, interviewing, making a pitch, asking for money, etc.) | Emphasizes opportunity for rapid practice and application of concepts/knowledge, as well as opportunity for feedback |
| Skits - Using drama and dramatic play to engage participants in presenting their experiences and ideas - Skits can be prepared in advance or a focus of the session. | Emphasizes active participation of participants with a focus on drama |
| Four Corners - Uses a structured dialogue. See the training module we have! | Emphasizes articulation of points of view and active listening skills |
| Switch Swatch - Uses a structured debate or asking participants to adopt/try out a point-of-view. | Emphasizes how to articulate a point-of-view and listen to another one; how to better argue or explain while considering both sides |