



# **Train The Trainer**

## **3 Day Residential Program**

30th Sept, 1st & 2nd Oct, 2011  
Hotel Lake Forest,  
**Yercaud**



# A “Know-How” Program for all who wish to become Trainers!

## Why this program?

Training is one of the booming sectors in any growing economy.

There is tremendous scope for training and development in corporate sector. But there is a huge deficit of trained trainers in the market. There are very few trainers in most of the organizations and hence all training is outsourced. That makes a gold mine of opportunities for trainers and training companies.

Most of the managers conduct training due their occupational requirements without any formal qualification or skills training. They hone their skills on a “trial and error” mode. All bosses train their sub-ordinates and all recruiters induct trainees- without any formal training.

Even the self styled “soft skills trainers” operate on outer layers of personality development with quick fix methods, without skilling themselves to handle to core of learning process.

It is a secret ambition for many senior level managers to become trainers and consultants after their retirement. Yet they do not invest adequate time or attention in acquiring the necessary skills.

This program is aimed at all who wish to become professional trainers.

**Dr. R. Karthikeyan**, the Ace Trainer, offers this “FIRST TIME EVER” opportunity an intense 3 day residential learning experience- with a mission of “creating future trainers!”

## Who can participate?

- **Aspiring Internal Trainers from Non- HR domains**  
(Sales, service, quality, manufacturing & operations)
- **HR Managers interested to become trainers**
- **Training coordinators interested to learn the “front end” skills**
- **Soft Skills Trainers with limited experience**
- **Trainers needing a refresher program & peer feedback**
- **Recruitment Consultants looking to enter training market**
- **Management Students planning for a training career**
- **Placement Officers looking at training their students on careers**
- **Teachers interested to become trainers**
- **Anyone who wants to explore “training as a career!”**

### Batch Size: Around 15

Registration is made on  
“full payment only”  
and strictly on a  
“first come first served” basis.

**Duration:  
3 Days  
Residential**

## Methodology:

- Practice sessions
- Video based feedback
- Insightful discussion
- Self assessment tools
- Case studies

## What does the program covers?

1. Is it Training or Learning?: Understanding the Organizational Development Process
2. Training Need Analysis: How to do make a best diagnosis?
3. Training Methodology: How to create a powerful training design?
4. Facilitation Styles: Result Oriented & Highly Engaging Ways to create learning and behavior change
5. Training Evaluation: How to create, communicate and convince the ROI of training?
6. Individual Feedback and Action Plan: Who am I and Where am I leading?

## Benefits to the sponsoring organization:

- Develop Organizational Capabilities
- Enhance Training Standards
- Cut Cost on Training Outsourcing
- Better Evaluation of Training Processes

## Benefits for the participants:

- Facilitation Skill Enhancement
- Individual Development Plan
- Training Contents in a CD
- Certification from Gemba
- Networking of Trainers
- E- Mentoring Support for 1 year from the Lead Trainer



# Learn from the Master

Lead Trainer:

**Dr.R.Karthikeyan**

- Director, Gemba Management Consulting Pvt. Ltd & Gemba School of HR.
- Vice Chairman, Indian Society for Training & Development, Chennai Chapter.
- Trained more than 36,000 people in the last 23 years, which includes corporate executives, management students, teaching faculty and government employees.
- Client list includes major MNCs (like Areva, ABB, Ford, Visteon, BMW, Whirlpool, Verizon, Hyundai, Perfetti Van Melle & Siemens) to leading Indian companies (like Airtel, Ashok Leyland, TVS group of companies, ICICI Bank, Titan and many others.
- Has work experience as HR manager with Tube Investments and Hyundai Motor India.
- Taught for MBA Students in IIT, Madras & BIM, Trichy.
- Member, Board of Studies, Dept of Psychology, University of Madras, & Dept of Management Science, Anna University, Coimbatore.
- Fellow & Life Member, Indian Association of Clinical Psychologists.
- Qualified from National Institute of Mental Health & Neuro Sciences (NIMHANS), Bangalore.
- Research Scholar, University Grants Commission & obtained doctoral degree in Clinical Psychology, from University of Madras.
- Recipient of "ISTD – Vivekananda National Award – 2008 for Excellence in HRD & Training"
- Director, Anchor & Guest in many television films and programs.
- Writer & Columnist with The New Indian Express, Vikatan Group & The Week.

**Program fee includes Training fee, certification, course materials, twin sharing accommodation, Food & refreshments**

**Teachers and Students are eligible for 50% discount if they register before 20.09.2011**

**Investment:**  
**Rs. 45,000/-**  
**+ Service Tax,**

Speak to **Dr. R.Karthikeyan** to know your scope as a trainer 98408 23437  
[director@gemba.co.in](mailto:director@gemba.co.in) / [gemba.karthikeyan@gmail.com](mailto:gemba.karthikeyan@gmail.com).

## For Registrations Contact:

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