

The Surge Learning Team

Learning Tools for the Movement

THE ART OF TRAINING HUMANITARIAN WORKERS

Target Audience: Training facilitators, mentors and assessors of competencies

Goal: Enable experts to effectively train, mentor and assess humanitarian workers

Modality: e-learning course

"I found the Art of Training to be very helpful in reframing the way I facilitated the sessions, and for someone who has been in the system for a while and thrown into different facilitation roles in a sink or swim approach, this helped to get rid or at least draw attention to bad habits and how to be more effective, something that was missing since there was no real guidance or pathway to good facilitation to begin with."

Tiffany Loh, Manager, Country Delegation, Azerbaijan



1. Review Objectives



2. Engage the Audience



3. Present Information



4. Facilitate Activities



5. Debrief



6. Check for Understanding



7. Recap



Facilitation (Virtual and in-person)

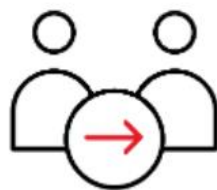
For a successful face to face or virtual training, a facilitator needs to have two sets of skills: subject matter expertise and facilitation skills. The team has developed [two short modules](#) to help facilitators engage their audiences, face-to-face or virtual, and therefore better enable training participants to learn for successful deployment. These modules can be used as a part of any TOT or pre-training material for facilitators.

Mentoring

[This short module](#) covers how to mentor as a learning focal point in training events, or in longer term mentoring projects, and looks at different types of mentoring, modalities and skills required.



Role Model



Coach



Advisor



Champion

Assessment of Competencies

(Launching June 2022)

[This short module](#) walks you through the steps you will follow as an assessor of competencies in a learning event or assessment center. It is an interactive, memorable learning experience, that provides a lot of space for practice. You will even have a chance to assess the competencies of some famous movie and sitcom characters - practice and have fun!

