



Bankers Institute of Rural Development (BIRD)
(A Premier Learning Center of NABARD)
Lucknow, Uttar Pradesh, India

Brief Course Design

Trainers Training programme on Training Techniques

Training is one of the most crucial HRD function. The trainers' competencies are highly specialized and require focus grooming through carefully planned learning events woven around the content as well as process of delivering inputs. BIRD, Lucknow, has developed an effective module clubbing critical elements of trainers' skills and designing a training programme.

Aim & Objectives:

By the end of the training programme, the participants will be able to

- Explain the need and importance of Systematic Approach to Training
- Explain Andragogy and its characteristics
- Assess training needs at different levels in the organization
- Demonstrate a few major skills of a trainer
- Identify suitable training methods for effective delivery of input
- Design training programmes as per the training needs
- Describe the steps involved in the evaluation of Training

Course Content

The Program will lay emphasis on the following -

- Why Training: Concept of Systematic Approach to Training
- Andragogy: Principles and Characteristics
- Training Needs Assessment
- Trainers Skills
- Training Aids for training effectiveness
- Methods of Training
- Design of Training
- Field Visit

Participants:

Trainers/Potential Trainers from ITEC Countries

Duration: One week (05 Days) at Bankers Institute of Rural Development (BIRD), Lucknow including relevant field visits during 16-20 June 2025