



**MDF**

EMPOWERING PEOPLE,  
CREATING IMPACT

# Training & Facilitation Skills

Blended course 2023

Designing and delivering highly effective learning sessions

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## **2023 edition**

Online self-paced phase: 09/10 to 03/11 (2-3 hours per week)

Face-to-Face phase: 06/11 to 10/11



## Why our course

Many development professionals want to create social impact through behaviour change. In this course you gain insight in the process of learning and how to develop an effective training, practice various interactive training methods and receive constructive feedback from peers and MDF professionals. The practice-oriented and blended approach facilitates the immediate application of new knowledge and skills for outcome oriented trainings in your work.





## You will learn to

- Design outcome oriented training and effective sessions, engaging your participants and affecting change
- Explain and assess training needs and learning styles
- Guide group processes and promote full participation of each participant
- Reflect on your experience of blended learning (combination of face-to-face and online learning) and develop ideas how to use it yourself
- Present and interact with a diverse audience
- Explain why and how to evaluate the results of a training



# Timeline

## Online start

Learn the why and how of a training needs assessment, formulate learning objectives and explore your own learning style. Choose and develop your own training case. Learn how to make a presentation stick and prepare your own pitch. And lastly, learn more about the influence of different cultures in your work as a trainer.

## Face-to-face

### Day 1

Check-In: introduction; learning theories; roles of a trainer; the training cycle; pitch your case

### Day 2

Needs analysis and training design. Work on your own case.

### Day 3

From training program to session design; how to choose (online) training methods to achieve your objectives. Work on your own case.

### Day 4

Facilitation skills; practice with difficult group dynamics. Work on your own case.

### Day 5

Deliver your training session; why and how to evaluate results of your training; learning recap and action planning.

## Job coaching

1-2 hours of distant coaching: tailored advice on your own assignment if required. Conditions/mediums will be discussed.

Our participants come from



## Blended learning

In this course, we offer you a blended learning trajectory, combining online learning and face-to-face training. During the first four weeks of the course, you learn by distance through the online learning platform. This online portion takes approximately 2-3 hours per week. The face-to-face part comprises 5 days in Ede, the Netherlands.

## Certificate

On completion of the training course and subject to attendance and active participation, MDF Training & Consultancy will award a certificate of completion.

## Your profile

You want to achieve meaningful, high-quality results from training and you are keen to help your learners to get the best out of themselves. You are open for feedback to improve your competences.

## Terms and conditions

Read more about our cancellation policy, visa requirements and insurances on our [Frequently Asked Questions](#) page.

## Accreditation

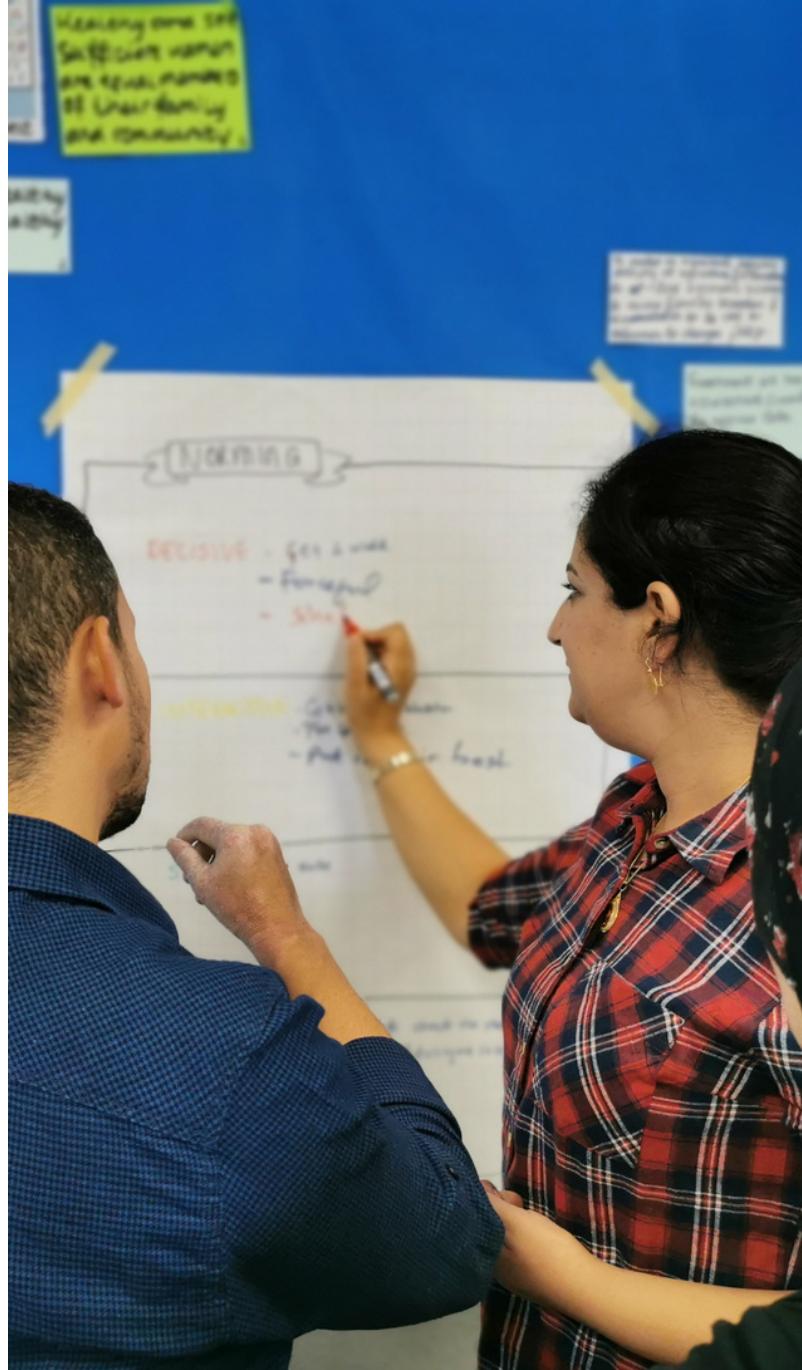
Our ISO 9001:2015 certification ensures that we apply a suite of widely recognised and professionally accepted management systems that are robust and reliable.





## Our methodology

We design training concepts that best match your objectives and requirements. In close cooperation with you, we shape and share responsibility for embedding our training into the broader goals of your organisation and staff. Our objective is to realise your goals by offering knowledge, training skills, and encouraging new behaviour. Interactive presentations are alternated with practical cases, simulation exercises, debating sessions, workshops, partnering and exchanges with the participants. The tools and approaches we use are directly implementable. This way we empower individuals, organisations and networks to increase their positive social impact!



## About MDF

We are a training and consultancy organisation with over 35 years of experience in providing management training, advisory and evaluation services. Globally presented with ten offices on three continents, MDF offers a worldwide network of trainers and consultants. We believe in building on existing knowledge and experiences to create long-lasting effects. Our experts are involved both in training and consultancy activities to ensure they maintain a close link with day-to-day practices whilst staying up-to-date with the latest concepts. We believe this way of working keeps our experts at the forefront of emerging ideas and best practices.

## Registration

Talk to Jacqueline:  
[registration@mdf.nl](mailto:registration@mdf.nl)

## Costs

€ 2250

**Special offers  
available for  
our alumni and  
organisations.**

**Consult us!**

## Ask the trainer!



[Pauline van Norel](#)



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