

iTS AAR Train the Trainer

To enable AAR to really take root in an organisation and continue to deliver rapid actionable learning over the long term, we provide a Train the Trainer (TTT) education package so you can train your own AAR Conductors and keep the pool of trained conductors growing. The TTT process, which starts a few months after the first AAR Conductors have taken off their L plates, will ensure the same high quality training is delivered by your own team as it is by us at iTS Leadership and the organisation can meet its PSIRF requirements in the long term.

The four components of the TTT journey

1. Participants participate in the delivery of a physically present iTS AAR Conductor Development Day, or a remote iTS AAR Conductor Development Programme, led by one of our expert AAR Conductor trainers. They are expected to gather experience of leading AARs before the next three steps. This can take 4 to 6 months.
2. An online 2-hour workshop introducing the TTT, the materials and setting up the course work to be prepared and undertaken.
3. Full day (physically present or remote) TTT workshop, teaching key techniques, rehearsing delivery and increasing familiarity with course material and methods.
4. Coaching and mentoring for trainers. A package of 16 hours of mentoring designed around the training programme dates you put in place, will ensure your trainers are supported to achieve great results as soon as possible.

“If you want to master something, teach it. The more you teach, the better you learn. Teaching is a powerful tool to learning”
Richard Feynman

How to set up the iTS AAR TTT

The minimum time from booking to delivery of the iTS AAR CDP is 6 weeks. The critical components of the iTS AAR CDP are as follows: -

1. Selecting the two dates for delivery of the two workshops.
2. Having the right people in your organisation selected and available to participate
3. Sharing pre course information so all know what to expect
4. Booking the first in house training dates and recruiting to them, for the novice trainers to start putting their learning into action.

What are the “take homes” from the iTS AAR TTT?

The individual benefits by: -

1. Being able to deliver the highly successful AAR Conductor training programme
2. Developing advanced facilitation skills for use in all educational roles
3. Deeper engagement with the theory and concepts underpinning the AAR approach
4. Developing their knowledge and skills as an AAR Conductor
5. Learning key concepts which apply to a wide range of other situations
6. Understanding how to design and facilitate experiential learning
7. Raising their profile within the organisation as a leader and AAR Conductor

Included in the TTT package will be all course materials, the bespoke slide deck and an extensive Trainers’ Handbook

The organisation benefits by: -

1. Getting maximum return on the initial investment in AAR Conductor training as all skills are advanced through training others, helping it to meet PSIRF requirements
2. Ensuring the benefits of using AAR are sustained for the long term
3. Bringing integrity to the AAR process by continuing to invest its use