Training Delivery Techniques Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s fast-evolving learning ecosystem, Training Delivery Techniques are critical for driving workforce transformation, digital learning adoption, learner engagement, and performance optimization. Organizations are shifting from traditional lecture-based instruction to interactive, data-driven, learner-centric training models that integrate blended learning, microlearning, gamification, AI-powered learning tools, and experiential methodologies. Effective delivery techniques ensure knowledge retention, behavioral change, and measurable ROI through competency-based learning, instructional design excellence, and real-time performance analytics.

Training Delivery Techniques Training Course empowers trainers, facilitators, and learning leaders to master modern facilitation skills, virtual training strategies, hybrid classroom engagement, and high-impact communication techniques. Participants will learn how to design and deliver immersive learning experiences, leverage digital collaboration platforms, implement active learning strategies, and align training with organizational KPIs and business performance outcomes. The program integrates case studies, scenario-based simulations, coaching frameworks, and performance feedback systems to ensure transformational results.

Programme Curriculum

Training Delivery Techniques Training Course

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Course Duration

5 days

Course Objectives

1. Master Advanced Facilitation Techniques for dynamic classroom and virtual environments
2. Apply Blended Learning Strategies for hybrid workforce development
3. Implement Microlearning & Just-in-Time Training Models
4. Utilize AI-Powered Learning Tools & Learning Analytics
5. Design Learner-Centric and Competency-Based Training Programs
6. Enhance Virtual Training Engagement & Digital Collaboration
7. Integrate Gamification & Experiential Learning Techniques
8. Deliver High-Impact Communication & Storytelling for Trainers
9. Apply Neuroscience-Based Learning Principles
10. Conduct Training Needs Analysis (TNA) & Performance Gap Assessment
11. Measure Training ROI & Business Impact Metrics
12. Manage Cross-Cultural & Inclusive Learning Environments (DEI Focus)
13. Facilitate Coaching, Feedback, and Continuous Learning Culture

Target Audience

1. Corporate Trainers & Learning Facilitators
2. L&D Managers & Talent Development Leaders
3. HR Professionals & Organizational Development Specialists
4. Instructional Designers & eLearning Developers
5. Training Consultants & Coaches
6. Team Leaders & Supervisors
7. Higher Education Faculty & Academic Trainers
8. Entrepreneurs & Training Start-up Owners

Course Modules

Module 1: Foundations of Modern Training Delivery

- Adult Learning Principles
- Learning Styles & Engagement Models
- Competency-Based Learning Frameworks
- Digital Transformation in L&D
- Case Study: Transition from Traditional Classroom to Blended Learning Model in a Global Organization

Module 2: Advanced Facilitation & Presentation Mastery

- High-Impact Communication Skills
- Storytelling for Business Learning
- Voice Modulation & Body Language Techniques
- Managing Difficult Participants
- Case Study: Increasing Engagement Scores through Facilitation Coaching Interventions

Module 3: Virtual & Hybrid Training Excellence

- Virtual Classroom Management
- Leveraging Zoom, MS Teams & LMS Platforms
- Interactive Polls, Breakout Rooms & Collaboration Tools
- Hybrid Learning Environment Optimization
- Case Study: Scaling Virtual Onboarding Across Multiple Regions

Module 4: Instructional Design & Learning Experience (LX)

- ADDIE & Agile Learning Design
- Microlearning Architecture
- Learning Journey Mapping
- Scenario-Based & Simulation Learning
- Case Study: Designing a Microlearning Sales Enablement Program

Module 5: Gamification & Experiential Learning

- Gamified Learning Strategies
- Simulation & Role-Play Techniques
- Design Thinking in Learning
- Experiential Workshops
- Case Study: Gamified Compliance Training Improving Completion Rates by 40%

Module 6: Learning Analytics & ROI Measurement

- Kirkpatrick Model & Phillips ROI Methodology
- Learning Analytics & Dashboard Reporting
- Performance Metrics & KPI Alignment
- Data-Driven Decision Making
- Case Study: Measuring Behavioral Change Post-Leadership Program

Module 7: Inclusive & Cross-Cultural Training

- Diversity, Equity & Inclusion (DEI) in Learning
- Cross-Cultural Communication Skills
- Psychological Safety in Training Rooms
- Bias-Free Learning Design
- Case Study: Implementing Inclusive Leadership Training in Multinational Teams

Module 8: Coaching, Feedback & Continuous Learning

- Coaching Models (GROW Framework)
- Constructive Feedback Techniques

- Mentoring & Peer Learning Systems
- Learning Reinforcement Strategies
- Case Study: Embedding Coaching Culture in a High-Performance Organization

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com