

After 10 years of experience with seminars in Asia and Europe, a state of the art training of trainers (TOT) design has been developed in close cooperation with InWEnt Capacity Building International.

Flexible modules are combined on demand:

- Target group analysis
- Training need analysis
- How adults/children learn
- Warming up & Energizers
- Visualization techniques
- Planning, & realistic timing
- Organizing seminars
- Motivation & Participation
- Group processes
- Dealing with conflicts
- Feedback & Evaluation techniques
- E-learning tools
- Developing cultural appropriate materials
- Training management cycle

The Trainings can be conducted in Bahasa Indonesia, Tetun, English, French or German.

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There are countless trainings.
In fact, many are “training of trainers”.

But why do participants often enjoy the allowances more than the training itself?

**It is a question
of method.**

Methods

Capacity-development
for trainers, facilitators,
managers & teachers



THE OLD LEARNING MODEL

visualization,
dramaturgy,
interaction &
real participation

experiencing
alternative
methods

Good trainings need more than content and some “games” to entertain the audience.

It's not about the hardware – pencils, LCD-projectors or reconstructed schools. It's about the software: Professional trainers, facilitators and teachers need skills for visualization, dramaturgy, interaction and real participation.

They must reflect, what **learning** really means.

They must try alternative methods in a safe setting.

They must transfer their new experience to their own specific topics.

