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# Train the Trainer and Facilitation Skills





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Train the Trainer is a five-day senior-level course delivered by Mars Training Centre in Europe, the Gulf and Asia — in London, Dubai, Kuala Lumpur, Amman and Milan — designed for internal trainers, learning and development professionals, technical experts and senior leaders who deliver training as part of their role.

Subject expertise is not training capability. Some of the most knowledgeable people in any organisation are also the least effective trainers, because they have not yet learned how adults actually learn, how to design a session that produces behaviour change rather than mere exposure to content, and how to read the room when participation drops or attention drifts. The trainers who succeed are the ones who treat training as a professional craft with its own methods: needs analysis, learning objectives, instructional design, facilitation discipline, and evaluation that goes beyond happy sheets.

Across five focused days you will work through the full training cycle aligned with established adult-learning frameworks — needs analysis, Bloom's taxonomy, instructional design, classroom and virtual facilitation, handling difficult moments in the room, and evaluation against the Kirkpatrick model. The cases are drawn from the United Kingdom, Europe, the Gulf and Asia, and the work is delivered by senior practitioners with corporate-training and learning-and-development leadership experience.

### What You Will Learn

- Apply adult-learning principles to the design and delivery of any training session.
- Conduct a learning needs analysis aligned with business outcomes.
- Write learning objectives at the right level of Bloom's taxonomy.
- Design a training session using a recognised instructional-design model.
- Build engaging content using a balance of theory, exercise, case and reflection.
- Facilitate a classroom session with confidence, structure and presence.
- Adapt facilitation to virtual, hybrid and asynchronous formats.
- Handle difficult moments in the room — disengagement, dominance, dissent, drift.
- Evaluate training against the Kirkpatrick four levels and produce credible reports for sponsors.

### How You Will Benefit

You will leave with a clear professional method for training design and delivery, together with a Mars Certificate of Completion.

Your organisation will gain an internal trainer or learning and development professional whose sessions produce real behaviour change, whose evaluation stands up to sponsor scrutiny, and whose work scales the capability of the workforce more credibly.



## Who This Programme Is For

This programme is designed for professionals who design and deliver training, including internal trainers and subject-matter experts who deliver workshops; learning and development managers and directors; senior technical experts who train junior populations; HR business partners with training-design responsibility; senior public-sector learning and capability leads; and senior managers who deliver onboarding, induction or compliance training. The seniority floor is senior professional and above.

## How the Week Unfolds

Day one establishes how adults actually learn, and why subject expertise alone does not produce learning. Day two covers needs analysis and instructional design: aligning learning to business outcomes, writing objectives at the right level of Bloom's taxonomy, and designing a session with a recognised model. Day three is devoted to facilitation in the room — structure, presence, engagement, and handling disengagement, dominance, dissent and drift. Day four covers virtual, hybrid and asynchronous delivery, then turns to evaluation against the Kirkpatrick four levels and reporting credibly to sponsors. Day five consolidates the week with practice delivery, faculty feedback and a personal action plan.