STAND updates

New Members

Treasures report

My Accounts ⟳

| Transactions | ↓ | View ⌄ |

STATEWIDE TRAINING ADVISORY NETWORK OF D
******2152 ⓘ   ⌃

Account Name	Current Balance	Available Balance
♡ **BUSINESS PRIMARY SHARE** ******2152 – 0201	$1,367.19	$1,362.19
♡ **BUSINESS NON–PROFIT CHECKING** ******2152 – 0211	$778.33	$778.33

Ice Breaker

- Give them **5 minutes** to do this:
  Each person chooses **one small concept they teach well**—a rule, a skill, a definition, a process. Then they deliberately explain it **badly** to their partner. Not maliciously—just poorly. Too fast, too vague, too jargony, or wildly out of order.
- After both have taken a turn, give them **3 minutes** to discuss:
- What made the explanation confusing?
- What assumptions did the "teacher" accidentally make?
- What one change instantly improved clarity?
- Bring the group back together and ask for a few rapid reflections:
- "What bad habit did you recognize in yourself?"
- "What tiny fix made the biggest difference?"

Overcoming Common Trainer Challenges

STAND Networking Session

January 16 | GSS Building

Mathew Lemite

Introduction

- Purpose of today's session

- Networking, collaboration, and practical problem-solving

Why Trainer Development Matters

EFFECTIVE TRAINING
STRENGTHENS SYSTEMS

ENGAGED TRAINERS CREATE
ENGAGED LEARNERS

Planning Effective Training Sessions

1

Balancing content and discussion

2

Designing with adult learners in mind

Managing Engagement

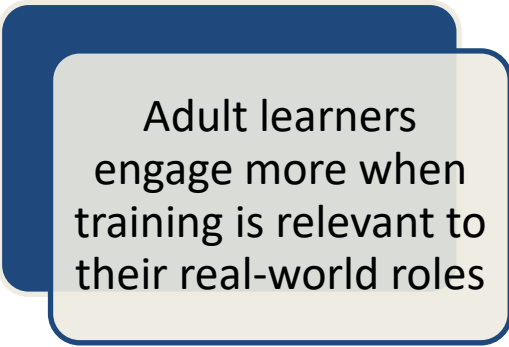| Keeping	Keeping attention without gimmicks
Using	Using relevance and interaction

Handling Resistance

1 Redirecting experience

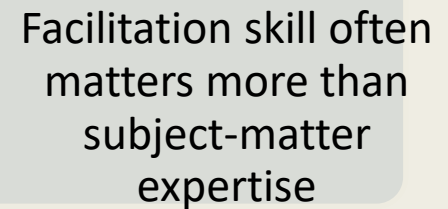**2** Managing skepticism professionally

Why Trainer Challenges Are Normal

Adult learners engage more when training is relevant to their real-world roles

Disengagement often reflects design issues, not trainer effectiveness

Facilitation skill often matters more than subject-matter expertise

Time & Content Constraints

01
Prioritizing essential material

02
Making the most of limited time

Trainer Burnout & Sustainability

✓

Setting boundaries

Sharing responsibility

Building Trainer Credibility

AUTHENTICITY OVER
PERFECTION

CONSISTENCY BUILDS
TRUST

Peer Learning & Collaboration

LEVERAGING ROOM EXPERTISE

LEARNING FROM EACH OTHER

Ethics & Best Practices

RESPECTFUL DIALOGUE
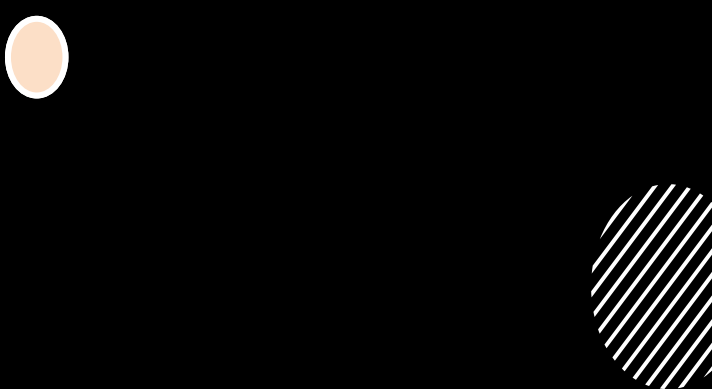
PROFESSIONAL RESPONSIBILITY

Facilitated Workflow Example

- Discussion → Strategy → Application

Trainer Burnout Is Real

Trainers often carry dual roles alongside full-time duties

Repeated delivery of material increases fatigue

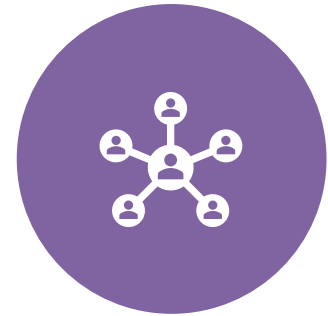Burnout reduces adaptability, presence, and effectiveness

What Improves Training Outcomes

LEARNERS RETAIN MORE
WHEN THEY TALK MORE
THAN THE TRAINER

SCENARIO APPLICATION
STRENGTHENS TRANSFER
OF LEARNING

PEER-TO-PEER LEARNING
INCREASES RELEVANCE
AND TRUST

Key Takeaways

Challenges are shared

Practical strategies work

Community matters

Attention & Engagement Reality

Adult attention typically declines after 10–20 minutes without interaction

Discussion and scenario-based learning increase retention

Passive lecture formats show lower long-term behavior change

Mixed Experience Levels Are the Norm

- Training rooms routinely include varied experience levels
- New learners want structure; experienced learners want relevance
- Decision-based learning supports both groups effectively

Discussion: Trainer Challenges

Which challenges show up most in your environment?

Resistance Isn't Defiance

RESISTANCE OFTEN REFLECTS PRIOR EXPERIENCE, NOT HOSTILITY

EXPERIENCED LEARNERS CHALLENGE CONTENT THAT CONFLICTS WITH PRACTICE

INVITING CONTRIBUTION INCREASES BUY-IN AND CREDIBILITY

Activity: Strategy Test Drive

Apply one strategy to a real training issue

Group Brainstorm

How can STAND support trainers statewide?

Resources & Closing

STAND SUPPORT

THANK YOU FOR YOUR PARTICIPATION

References

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