SQT

TRAINING THAT DEVELOPS *REAL* CAPABILITY









Training Delivery Skills

LPD015

Training Delivery Skills

Effective training is about more than knowledge transfer. It is about engaging people, building their confidence and enabling them to apply new skills in a consistent and systematic way within the workplace. Well trained people not only contribute to stronger individual performance but also help create consistency, improve team productivity and enhance the overall customer experience. This Train the Trainer programme equips learners with the practical tools, methods and expertise needed to design and deliver training that makes a real impact while adapting a personal training style to suit both learner needs and organisational standards.

Through interactive activities, learners will explore how adults learn best, practice delivering training sessions and receive constructive feedback to refine their approach. The programme ensures that each learner develops a training style that feels authentic while also ensuring consistency, effectiveness and alignment with organisational expectations.

Each delivery is tailored to the specific context of the organisation, ensuring that the training reflects workplace culture, priorities and goals.

Duration & Price

Duration: 2-3 days
Delivery mode: This programme is available In-Company

Dates & Locations

In-Company training programmes are customised for your organisations specific needs. Most In-Company training is now delivered virtually.

In-Company Training

Please contact us for more information on our In-Company training options

What's covered?

The course blends theory, practical exercises and reflection to help learners gain confidence in their ability to train others. Every element is customised to reflect the learner's workplace environment and organisational standards.

Key areas include:

- Understanding how adults learn and identifying learning styles, supported by individual learning style assessments and reflection on how these influence workplace training.
- Selecting and applying effective training models and approaches, explored through group work and facilitated discussion to determine what works best in different contexts and organisational settings.
- Designing training sessions tailored to workplace requirements, culminating in building learning interventions that reflect organisational needs and ensure consistency when training others.
- Practising delivery with observation and feedback, starting with peer exercises in a safe classroom environment before moving into customised workplace-based applications.
- Building communication skills for clarity and engagement, with opportunities for facilitated discussion, role play and skills practice that reflect real workplace scenarios.
- Using assessment and validation methods in workplace settings, introduced through theory input and practical exercises focused on what is most appropriate for specific job roles.
- Addressing challenges and managing difficult training situations, with group reflection, Tutor input and recommended strategies aligned to organisational support structures.
- Developing self-evaluation practices for continuous improvement, including structured self-awareness activities, group discussion and agreed actions for ongoing reflective practice tailored to individual roles.

Practical exercises and group reflection are woven throughout the programme, and content can be adapted for In-Company delivery to align with organisational processes and priorities.

Who should participate?

This course is designed for individuals who deliver, or plan to deliver training within their organisation. It is suitable for both new and experienced trainers who wish to enhance their effectiveness and confidence. Because the programme is tailored to organisational needs, it is relevant across all sectors and adaptable to specific industries, teams and job functions.

Typical participants include:

- Team Leaders and Supervisors
- Subject Matter Experts asked to share their knowledge
- HR and Learning professionals
- Managers responsible for employee development

What will I learn?

On successful completion of this course, learners will be able to:

- Design and deliver structured training sessions suited to workplace needs
- Apply adult learning principles to engage diverse learners
- Communicate clearly and confidently in training environments
- Assess learner understanding and provide constructive feedback
- Assess learning challenges and apply techniques to overcome them
- Apply assessment and validation methods to measure outcomes
- Apply self-evaluation techniques to continuously improve as a trainer

Learners leave with practical tools and techniques to deliver engaging, effective and consistent workplace training that can be adapted to their own organisational context.

What are the entry requirements?

Participants should ideally have one of the following:

- A Level 5 Certificate, Leaving Certificate or equivalent qualifications
  and/or
- Relevant life and work experiences

The programme is designed flexibly so that learners from different backgrounds can succeed, with content adapted to suit varied experience levels and organisational contexts.

English language Competency - A good standard of written and spoken English is important to engage effectively with this programme.

How do we train and support you?

We use a highly interactive, practical methodology rooted in experiential learning. This ensures that every learner has the opportunity to apply new techniques, receive feedback and reflect on personal development throughout the course. Training delivery is always customised to organisational priorities and tailored to reflect real workplace situations.

Support elements include:

- Pre-training consultation for in-company courses to tailor content to learner and organisational needs
- Facilitated skills practice sessions recorded for feedback and individual reflection, allowing learners to experiment in a safe, supportive space
- Guided post-training reflective activities designed to embed learning, support behavioural change and identify future goals
- Optional personalised coaching sessions (either one-to-one or group-based)
- Live training is available virtually or delivered onsite to suit the needs of the team

Class sizes are generally limited to 10-12 participants to support personalised learning and individual support. This small group approach allows the training to be adapted in real-time to learner and organisational requirements.

How can you progress?

Learners who complete this programme may wish to progress to further training in areas such as:

- Training Delivery & Evaluation - QQI Level 5
- Training Needs Identification & Design - QQI Level 5
- Coaching Skills for People Managers
- Leading and Managing People - QQI Level 6

These complementary courses allow learners to deepen their capability and expand their impact as workplace trainers.

Tutors



Emer Doyle
View Profile



Gina Ryan
View Profile

What Our Learners Say

We believe in excellence through transparency and continuous improvement. That's why we invite all our delegates to share their experiences on CourseCheck.com, an independent platform dedicated to genuine, unfiltered feedback. Learner insights help us not only to enhance our training programmes but also empower potential learners to make informed decisions. Click on the link below to read firsthand experiences and testimonials from past learners.



Click Here

SQT TRAINING THAT DEVELOPS *REAL* CAPABILITY

SQT provide a unique combination of high quality, accredited, practical training delivered by leading industry experts and supported by the most up to date learning technology and tools

LEAN SIX SIGMA, PROCESS & PROJECT MANAGEMENT

- Lean Six Sigma
- Join our Lean Six Sigma Network
- Continual Process Improvement
- Project & Programme Management

COMPLIANCE, STANDARDS & AUDITING

- Quality
- Environment & Energy Management
- Health & Safety
- Food Safety
- Life Sciences
- Laboratory
- Integrated Management Systems

LEADERSHIP & PERSONAL DEVELOPMENT

- Leadership & Personal Development
- Train the Trainer

QQI AWARD | IEMA APPROVED | CompEx Part of the JTL Group | FSPCA FOOD SAFETY PREVENTIVE CONTROLS ALLIANCE | CQI IRCA APPROVED TRAINING PARTNER | Chartered Institute of Environmental Health

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