

iCARIANS



Trainer's Handbook

WITH A PROFESSIONAL ORGANIZER

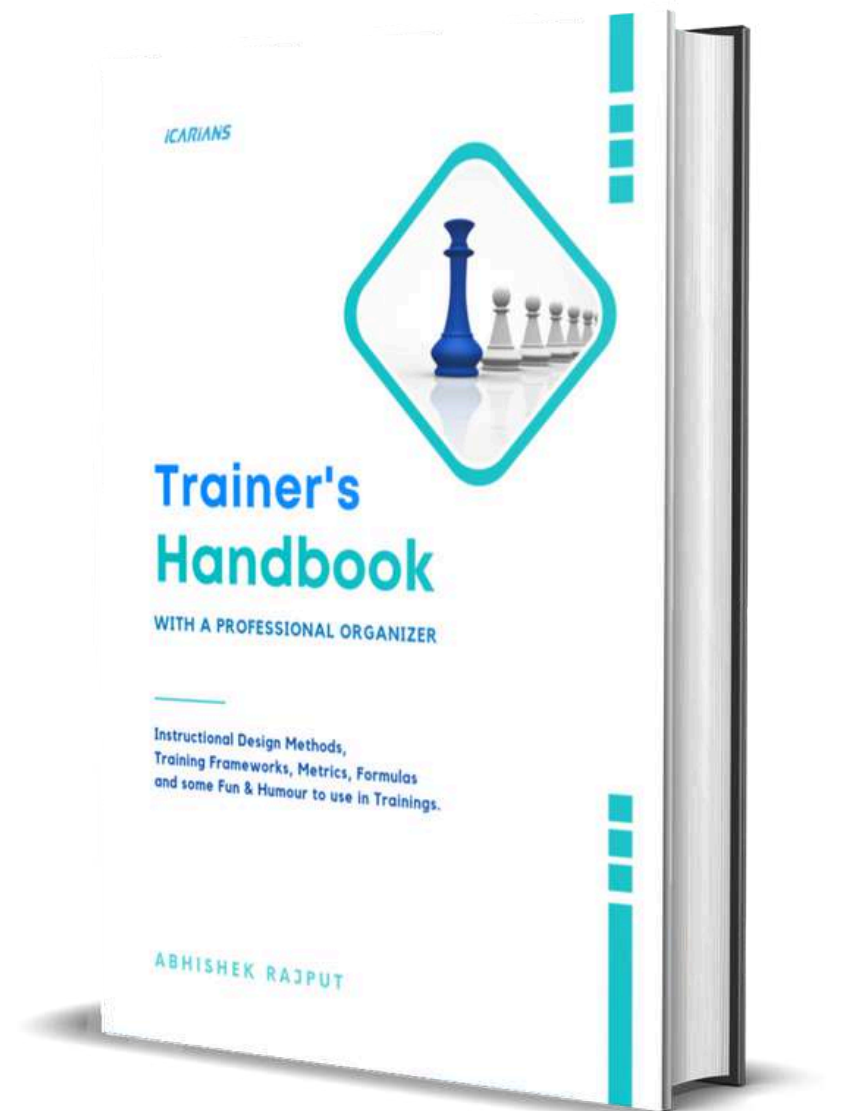
Instructional Design Methods,
Training Frameworks, Metrics, Formulas
and some Fun & Humour to use in Trainings.

ABHISHEK RAJPUT

ICARIANS

Trainer's Handbook

**A MINI HAND BOOK
FOR TRAINERS**



**A Concise 4" 6" inches
Practical Guide**

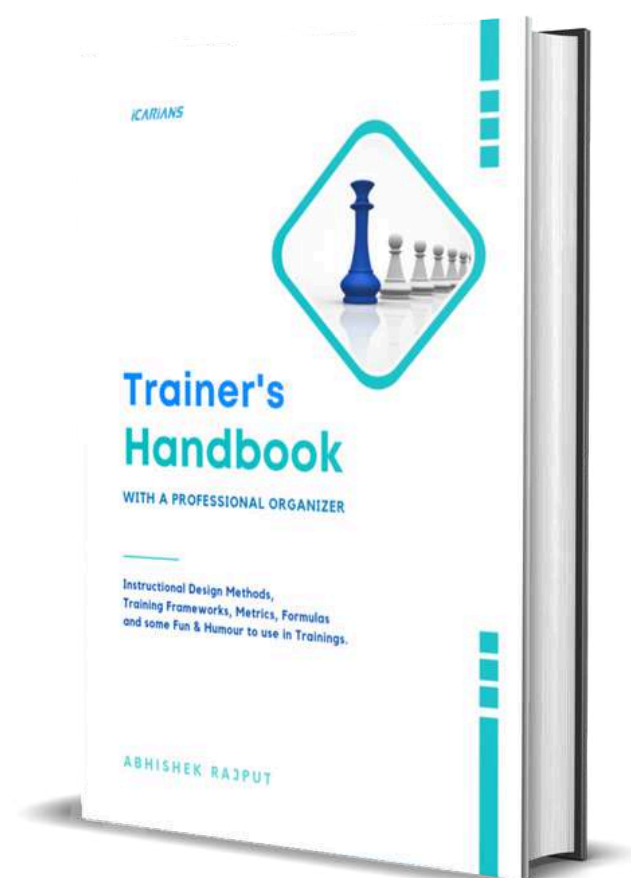


ABOUT THE BOOK

**A Comprehensive Collection
of Training Frameworks,
Metrics, and Techniques
that every Trainer
should master.**



Whether you need a quick refresher on a specific concept or some inspiration to add a touch of humor to your sessions, this guide is here to support you.





This Guide has 4 Sections

1. TRAINING MODELS

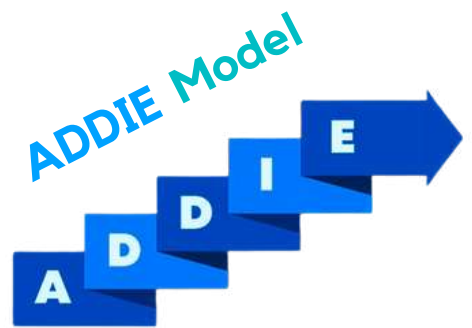
2. METRICS AND CALCULATIONS

3. FUN AND HUMOUR IN TRAINING

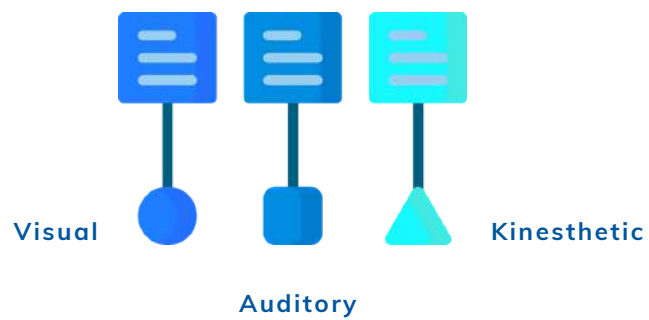
4. PROFESSIONAL ORGANIZER



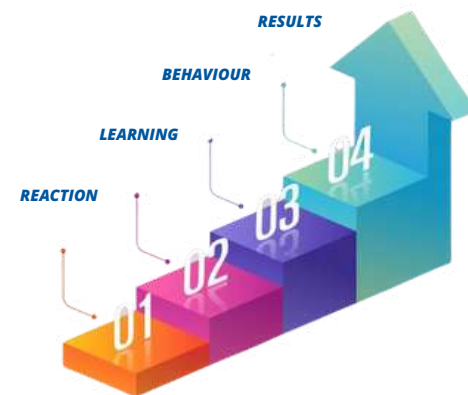
1. TRAINING MODELS



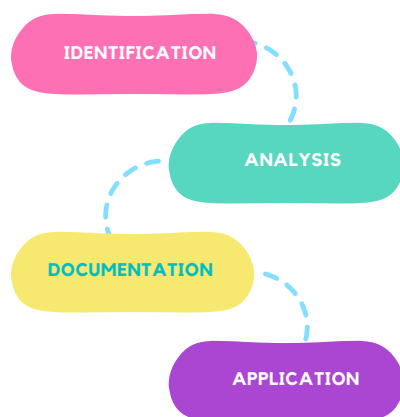
VAK Learning Styles



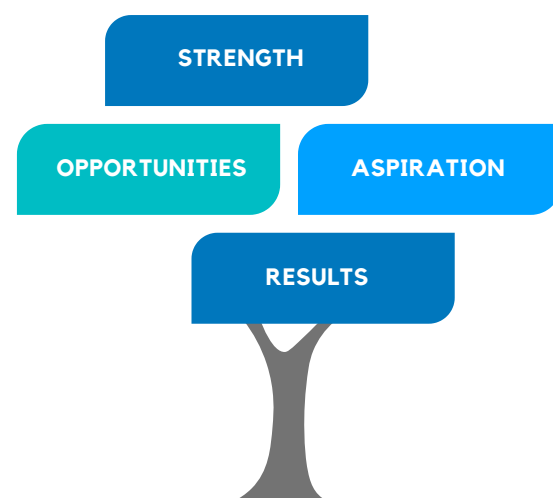
Kirkpatrick's Four Levels of Evaluation



Brinkerhoff's Success Case Method



SOAR Analysis



20+ TRAINING MODELS



2. METRICS AND CALCULATIONS

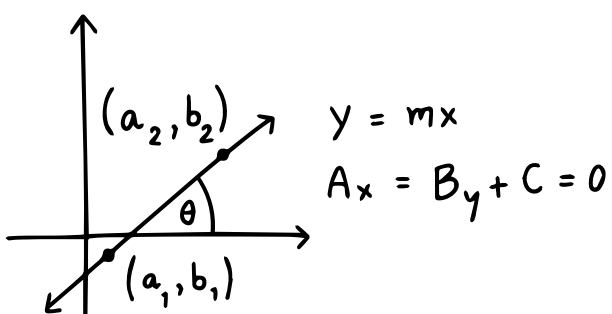
1. Participation Rates

2. Returns on Investment

3. Cost per Learner

4. Training Attendance Rate

5. Training Impact and 20 more





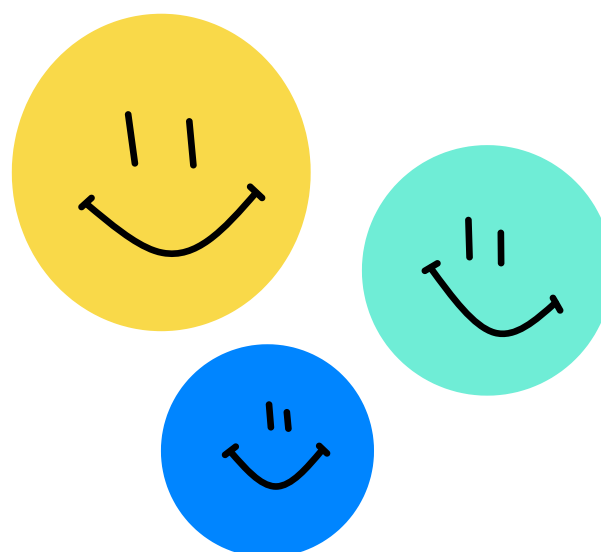
3. FUN AND HUMOUR IN TRAINING

1. 15 Quick IceBreakers

2. Humorous One Liners

3. Handling Mistakes with Humour

4. Light Hearted Closing Remarks





4. PROFESSIONAL ORGANISER

1. Training Assignment Trackers

2. Goals Tracker

3. Cornell Notes

4. Notebook





Excited to Experience it..!



Creatively Designed To keep you inspired



THE TRAINER'S HANDBOOK

IndiGo Airlines' Customer Experience Focus



BUSINESS CASE STUDIES

Maruti Suzuki

Maruti Suzuki, India's largest car manufacturer, has been a dominant player in the Indian automotive market since its establishment in the early 1980s.

Initially entering the market with a joint venture between the Indian government and Suzuki Motor Corporation of Japan, Maruti Suzuki played a crucial role in motorizing India with its affordable, fuel-efficient cars. To maintain its leadership position in a rapidly evolving market, Maruti Suzuki adopted a localization strategy to cater to the unique needs and preferences of Indian customers.

Challenges

The primary challenge for Maruti Suzuki was to maintain its market dominance amid increasing competition from global car manufacturers entering the Indian market. These competitors offered diverse models with advanced features and aggressive pricing strategies.

Indian customers had specific demands regarding car affordability, fuel efficiency, and maintenance costs, which required Maruti Suzuki to continuously innovate while keeping production costs low. Adapting to local tastes without compromising on quality and global standards was a critical hurdle.



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SMART Goals

- S** SPECIFIC
- M** MEASURABLE
- A** ACHIEVABLE
- R** RELEVANT
- T** TIME-BOUND

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Metrics & Calculations



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Agile Learning Design

- ITERATIVE DEVELOPMENT
- CROSS FUNCTIONAL TEAMS
- USER CENTRIC DESIGN
- ADAPTIVE PLANNING

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Behavioural Change

Behavioral Change is a metric that measures the extent to which participants exhibit changes in behavior as a result of completing a training program. It assesses whether participants apply the knowledge and skills gained during training to their work or personal lives.



Maslow's Hierarchy Of Needs



- SELF ACTUALIZATION
- ESTEEM NEEDS
- LOVE & BELONGING NEEDS
- SAFETY NEEDS
- PHYSIOLOGICAL NEEDS

Light Hearted Closing Remarks

Ending a training session with lighthearted closing remarks can leave participants feeling positive and energized.



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Returns on Investment

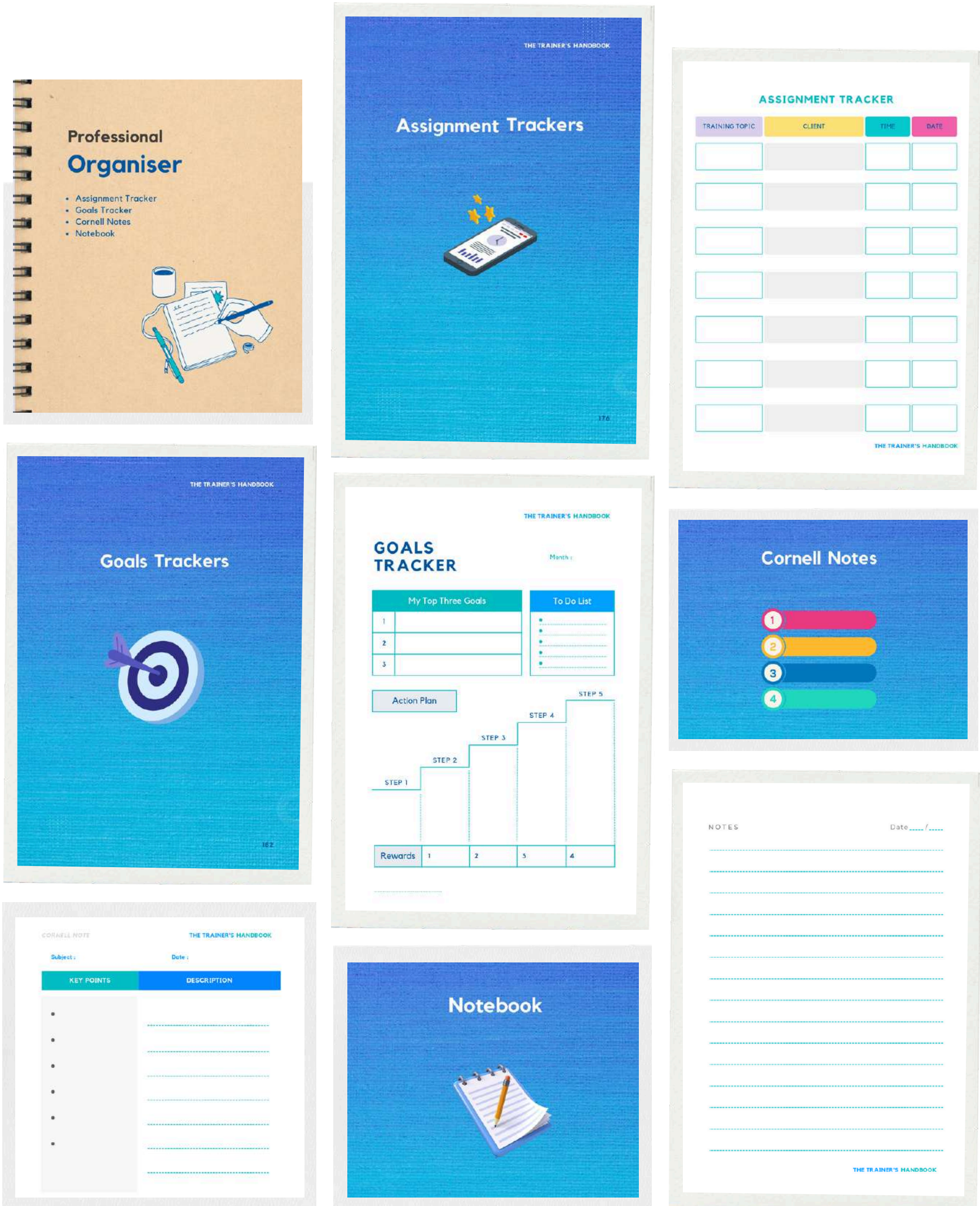
Return on Investment (ROI) is a metric that measures the financial benefits gained from investing in training programs compared to the costs incurred. It evaluates the effectiveness and efficiency of training initiatives in delivering tangible business results.

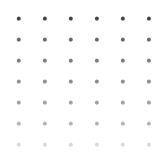


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Professional Organiser

To keep you Organised





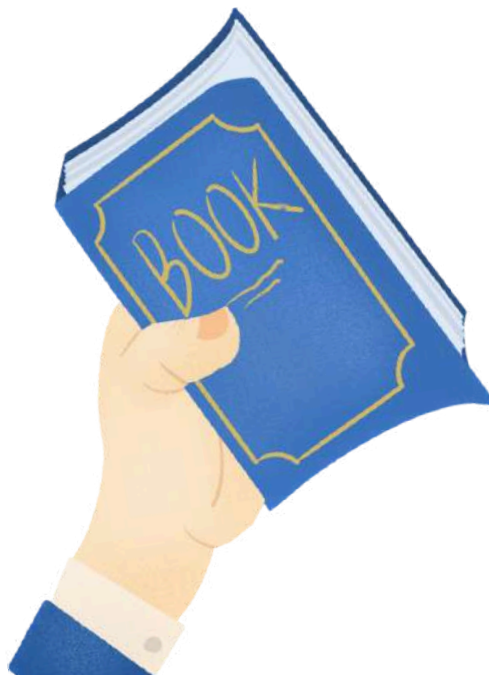
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TRAINER'S HANDBOOK IS MORE THAN A BOOK

**WHETHER YOU ARE A SEASONED TRAINER
LOOKING TO REFRESH YOUR APPROACH OR A
NEWCOMER EAGER TO MAKE AN IMPACT,**

**THIS MINI BOOK IS YOUR
GO-TO COMPANION.**

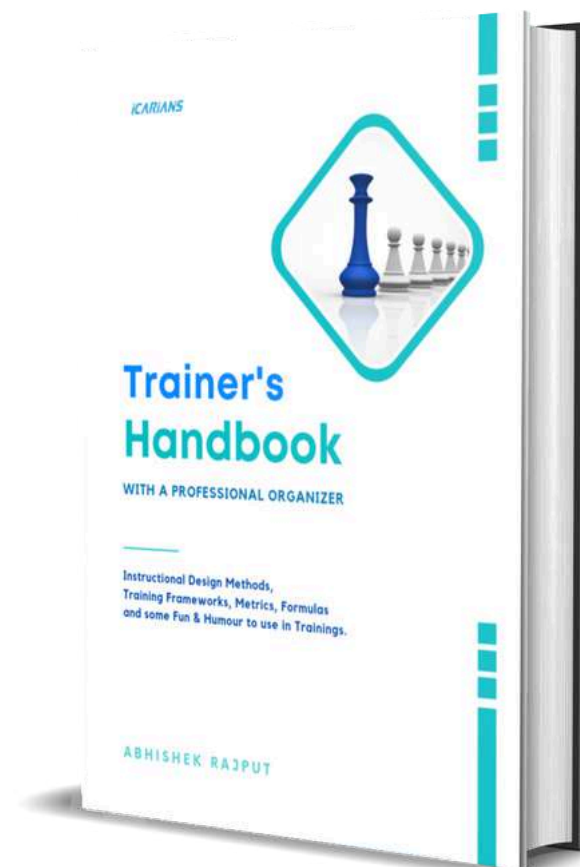


252 PAGES IN 4K COLOURS

Trainer's Handbook

With Professional Organiser

For Corporate Trainers



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