



A Little Bit of Magic!

When I was a young girl in high school, we had three choices of language to study: Latin One, Latin Two and Latin Three! :-)

Taking all three of those Latin classes served me well when it came to completing the vocabulary section of the SATs.

I just looked at the Latin root of the word and could define it. It was like having a *little bit of magic* on my side.

Later, as a young trainer, I was introduced to the art of **facilitation**.

This word also has a Latin root – **facile** – which means “easy,” or in the case of training “to make easy”.

So when we are **facilitating** training, we are literally making it easy to learn. There’s more than just a *little bit of magic* at work here.

As you study the **art and science** behind the facilitation of training, you learn some subtle, yet strong techniques to help guide your learners from where they are to where they need to be regarding knowledge, skills, and attitudes.

Things like setting a safe and inviting learning climate, honoring adult learning, utilizing well thought out and prepared questions to process learning, and of course, guiding the learners to identify how they will use what they have learned once they have returned back to their jobs.

The whole process is truly magical!

Lots of folks in organizations **say** they hold train the trainer sessions for their instructors, whether full time or SMEs (Subject Matter Experts).

However, when we question them, their “train the trainer” only includes the *content* of what is being trained along with a voluminous slide deck!

Facilitation skills are regularly left out of a train the trainer process. This leads to ineffective (and boring) training.

Instructors need to know the content and they also need to know how to **facilitate** learning.

If your instructors (or YOU) are in need of solid training facilitation skills, please click below and check out the resources we have crafted especially for you:

Facilitate Training for Results

One-day workshop
October 1 - DC Metro area
October 29 - So. CA

Take Your Training from Snore to Score!

One-day workshop
October 2 - DC Metro area
October 30 - So. CA

*Come join us and spread a little **magic** in your organization!*

Cheers,

Team M&M

Melissa Smith & Maria Chilcote



The Training Clinic

We're all on this journey together!

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