



Train the Trainer for Group Facilitation Training Course

21 – 25 December 2026
Addis Ababa

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Ref: 474_223692 **Date:** 21 – 25 December 2026 **Location:** Addis Ababa **Fees:** 4500 Euro

Overview

Train the Trainer for Group Facilitation Training Course is a one-week professional course for trainers, facilitators, subject-matter experts, and team leaders who leave with a Group Facilitation Delivery Plan. Participants connect adult learning, group dynamics, inclusive participation, questioning, activities, difficult behavior, feedback, and evaluation. The course turns planned content into structured group interaction and observable delivery evidence. Agile Leaders Training Center presents group facilitation through practice, reflection, and session-control tools.

Who Should Attend

- Learning functions responsible for delivering workplace training
- Subject-matter functions responsible for transferring technical knowledge
- Team leaders responsible for facilitating group learning conversations
- Internal facilitators responsible for participation and activity debriefs
- Quality functions responsible for observing and improving training delivery

The course assumes participants already prepare or deliver group learning at work and leaves out full curriculum design, executive coaching, and general leadership development.

Departments and Industries

The course supports departments and industries that deliver, facilitate, observe, or evaluate group learning.

- Learning and development, human resources, and talent functions
- Operations, quality, safety, and technical training teams
- Education, healthcare, financial services, and professional services
- Manufacturing, energy, logistics, and technology organizations
- Public-service, nonprofit, and community learning functions

Learning Objectives

By the end of this course, participants will be able to:

- Analyze adult learning needs and group dynamics
- Apply inclusive participation and questioning techniques
- Build activity instructions and debrief sequences
- Diagnose difficult participant behavior and choose responses
- Use observation evidence to deliver feedback



- Evaluate group sessions and prioritize improvements

Course Agenda

Day 1: Adult Learning and Group Foundations

- Adult Learning Needs Analysis Canvas
- Group Development Stage Map
- Psychological Safety Ground-Rules Charter
- Trainer and Facilitator Role Boundary Matrix
- Group Session Outcome Alignment Checklist

Day 2: Participation and Questioning

- Inclusive Participation Rotation Method
- Structured Question Funnel
- Small-Group Discussion Format Selector
- Wait-Time and Response Distribution Tracker
- Participation Pattern Observation Sheet

Day 3: Activities and Debriefing

- Experiential Activity Design Card
- Activity Instruction Clarity Test
- ORID Discussion Debrief Sequence
- Learning Point Capture Board
- Activity Timing and Transition Plan

Day 4: Behavior, Feedback, and Evaluation

- Difficult Behavior Response Decision Tree
- Group Intervention Escalation Ladder
- Behavior-Evidence-Impact Feedback Method
- Facilitation Observation Rubric
- Session Evaluation and Improvement Log

Day 5: Group Facilitation Practice

- Suggested Exercise: Diagnose a Group Participation Pattern
- Suggested Exercise: Facilitate a Structured Question Sequence
- Suggested Exercise: Run and Debrief a Learning Activity
- Suggested Exercise: Respond to Difficult Participant Behavior
- Capstone Exercise: Group Facilitation Delivery Plan



Practical Exercises

The course uses suggested activities to connect facilitation choices with participant behavior and learning evidence.

- Suggested activity: map participation across a technical training discussion and adjust the questioning sequence.
- Suggested activity: brief and debrief a workplace learning activity using the ORID sequence.
- Suggested activity: respond to dominant, silent, resistant, and off-topic behavior using a decision tree.
- Suggested activity: deliver a group segment, receive evidence-based feedback, and record improvement priorities.

FAQs

What is group facilitation in train-the-trainer practice?

Group facilitation structures participation, questions, activities, debriefs, behavior responses, and feedback so that a training session produces shared learning rather than one-way delivery.

Who suits train-the-trainer group facilitation, and what does it assume?

Workplace trainers, facilitators, subject-matter experts, and team leaders suit the course. It assumes they prepare or deliver group learning and can bring a real session topic for practice.

How does group facilitation training differ from presentation skills training?

Group facilitation training centers on interaction, participation patterns, activity debriefing, difficult behavior, and learning evidence. Presentation skills training usually centers on speaker structure, voice, visuals, and audience delivery.

How can a trainer manage difficult group behavior?

A trainer can manage difficult group behavior by observing evidence, identifying its effect, selecting a proportionate intervention, protecting participation, and recording what to change in the next session.

How is group facilitation performance evaluated?

Group facilitation performance is evaluated through observable criteria for inclusion, questioning, instructions, transitions, debriefing, behavior response, feedback, and achievement of session outcomes.



Conclusion

Participants take back a Group Facilitation Delivery Plan linking outcomes, participation methods, questions, activities, debriefs, behavior responses, feedback, and evaluation. It changes trainer-led content delivery into structured group learning. The plan gives workplace trainers a repeatable basis for preparation, observation, peer feedback, and improvement after each session.