



AIM CENTER FOR DEVELOPMENT MANAGEMENT

Design and Execution of Training

Code: DET

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No. of Sessions: 20

The Design and Execution of Training (DET) Course aims to systematically equip the students with skills, concepts, principles, attitudes and orientations in planning and managing training programs. The course seeks to enhance the Development Managers' ability to ensure sustainability through the transfer of competencies required for development work.

Course Objectives

1. To introduce students to the holistic process of planning, implementing and evaluating training programs for development work;
2. To acquire a working knowledge of tools and techniques that will ensure the technical soundness of training systems design;
3. To improve students presentation and facilitation skills in executing a range of learning methodologies.

Course Structure

The DET Course is divided into two parts:

Part I: Understanding How Training Systems Work

Part II: Facilitating Participatory Learning Methodologies

Session No.	Topic / Case / Reading
1 & 2	Topic: The Development of a Learning Systems (A & B) Read: 1) The Development of Learning System 2) Developing a Training Course
3 & 4	Read: Adult Learning Principles & Processes (A & B)
5-6	Read: 1) Formulating Instructional Objectives Summary of the Taxonomy of Educational Objectives

Session No.	Topic / Case / Reading
	2) An Aid for the Training Evaluator 3) Approaches to TNA 4) Towards a Procedure for Syllabus and Curriculum Design
7	Topic: Training Needs Assessment Read: DET Learning Folio Case #1
8	Topic: Curriculum Design Read: DET Learning Folio Case #2
9	Topic: Evaluation of Training Programs Read: DET Learning Folio Case #3
10	Read: Constructive Evaluative Instruments
11	Read: 1) Using Games and Simulations 2) Role Playing 3) Using Exercises
12	Topic: Mentoring Read: 1) Introducing Coaching and Mentoring 2) Beyond the Myth of the Perfect Mentor (Building a Network of Development Relationships) 3) An Asian Face of Mentoring 4) Who is to be a Mentor, Whom is to be Mentored? 5) Beyond the Corporation: Is there a Corporate Afterlife? (Sonny Coloma) 6) Beginnings 7) My Wake up Call 8) Assessing your Mentoring Talents (A Self-Check Scale) 9) The Extraordinary Answers in Life Faculty: Prof. Milagros D. Lagrosa
13-20	TATT Laboratory Sessions (Set 1 & 2) Read: 1) Statement on Effective and Ethical Facilitation of Simulations 2) A Set of Classic SLE's Course Integration