



training
methods



Hasya-Comedy



Sringara-Love



Karuna-Pity



Raudra-Furious



Veeryam-Heroic



Bhayanakam-Fearful



Bhibatsam-Disgus



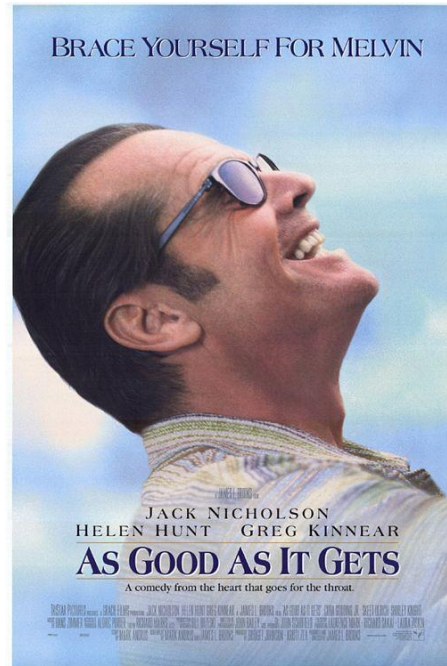
Adbhutham-Wonder



Shantam-Peace

9

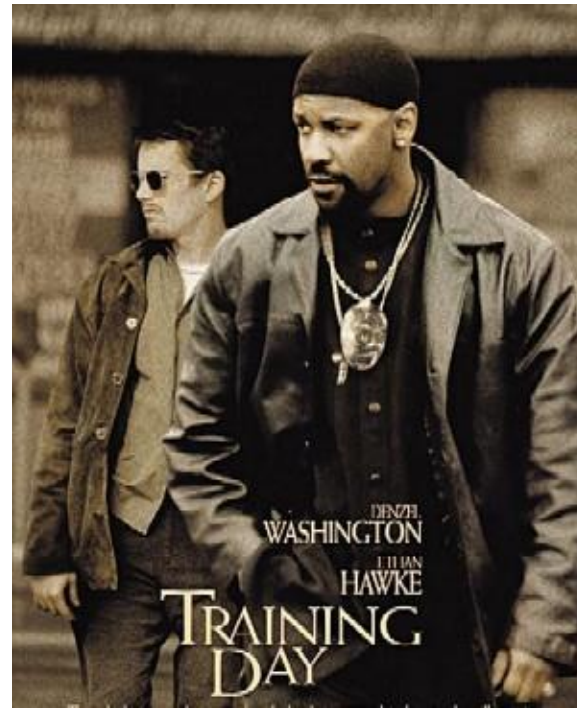
training
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Ability to express '**Navarasas**' makes an actor perfect in acting. Like that, ability to use **9 training methods** will make you, a competent trainer

9

training
methods



What we are going to do

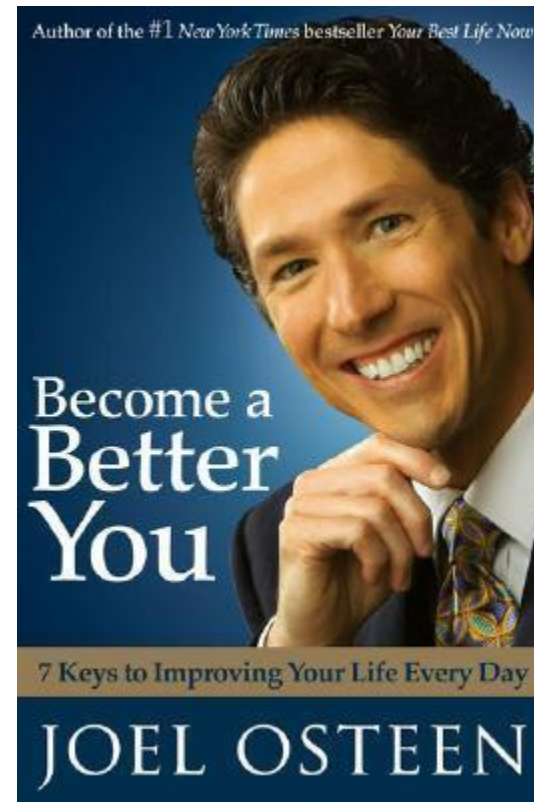
- Examine 9 training methods based on its merits and demerits
- Demonstrate 9 training methods

9

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What we are going to explore

- Lecture
- Demonstration
- Games
- Simulation games
- Role plays
- Case study
- Storytelling
- Group discussion
- Shadowing



- An oral presentation intended to present information or teach people about a particular subject
- Usually the lecturer will stand at the front of the room and recite information relevant to the lecture's content.

Advantages

- Conveys large sum of information
- Fast
- Efficient forum allows exploration of content in more detail.

Disadvantages

- Audience is largely passive

DEMONSTRATION



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- Demonstration is one way to show 'how to do'
- Helps learners to use their all senses to learn



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DEMONSTRATION

Advantages

- Aids comprehension and retention.
- Stimulates participants' interest.
- Can give participants model to follow.
- Allows for optional modeling of desired behavior/skill; can be active; good for learning simple skills.

Disadvantages

- Must be accurate and relevant to participants.
- Written examples can require lengthy preparation time.
- Trainer demonstrations may be difficult for all participants to see well.
- Method more effective if participants are active; feedback must follow immediately after practice.

- **Games attempt to reflect the way an industry, company, or functional area operates**
- **Also reflect a set of relationships, rules, and principles derived from appropriate theory (e.g., economics, organizational behavior, etc.)**

Advantages

- Intense involvement
- Practice skills in problem solving and decision-making
- Competitive.

Disadvantages

- **Competitive**
- **Requires a game and possibly a consultant to help facilitate**
- **Time consuming.**

SIMULATION



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- Simulation is the imitation of some real thing, state of affairs, or process.
- The act of simulating something generally entails representing certain key characteristics or behaviours of a selected physical or abstract system



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ROLE PLAY



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- a simulation of a single event or situation.
- Trainees who are actors in the role play are provided with a general description of the situation, a description of their roles (e.g., their objectives, emotions, and concerns) and the problem they face.



ROLE PLAY

training
methods

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Advantages

- Helps retention.
- Allows participants to practice new skills in a controlled environment.
- Participants are actively involved.
- Observers can impact attitude and behavior.

Disadvantages

- Requires preparation time.
- May be difficult to tailor to all situations.
- Needs sufficient class time for exercise completion and feedback
- Requires maturity and willingness of groups; requires trainer have excellent facilitation skills.

CASE STUDY



training
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- Lecture
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- Case studies are most often used to simulate strategic decision-making situations, rather than the day-to-day decisions that occur in the in-basket.
- The trainee is first presented with a history of the situation in which a real or imaginary organization finds itself.



ROLE PLAY

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Advantages

- Requires active participant involvement.
- Can simulate performance required after training.
- Learning can be observed.
- Opportunity to apply new knowledge; requires judgment; good assessment tool; participants active; chance to practice skills.

Disadvantages

- Information must be precise and kept up-to-date.
- Needs sufficient class time for participants to complete the case.
- Participants can become too interested in the case content.
- Case study must be relevant to learner's needs and daily concerns.

STORY TELLING



- Lecture
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- Storytelling is the conveying of events in words, images and sounds often by improvisation or embellishment.
- Crucial elements of stories and storytelling include plot, characters and narrative point of view



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STORY TELLING

Advantages

- enhances the use of imagination and concentrates the mind
- the use of imagination enables stories to be remembered
- enhances critical thinking
- enhances listening skills

Disadvantages

- Previous exposure
- Requires visualisation skills
- Dependant on the enthusiasm of the lecturer



GROUP DISCUSSION

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- two-way communication between the lecturer and the trainees to increase learning opportunities.
- Uses a short lecture (20 minutes or less) to provide trainees with basic information.
- This is followed by a discussion among the trainees and between the trainees and the trainer that supports, reinforces, and expands upon the information presented in the short lecture.



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GROUP DISCUSSION

Advantages

- Keeps participants interested and involved.
- Resources can be discovered and shared.
- Learning can be observed.
- Participants are active; allows chance to hear other points of view; quieter people can express viewpoints and ideas.

Disadvantages

- Learning points can be confusing or lost.
- A few participants may dominate the discussion.
- Time control is more difficult.
- Inexperienced leader may be unable to use format for attitudinal purposes.

SHADOWING



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- Job shadowing is actually one of the most common of all training techniques for new employees.
- Essentially, job shadowing involves spending a period of time with a seasoned expert, observing everything that he or she does that is related to the work that is expected to be accomplished as part of the daily routine of the job.



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SHADOWING

Advantages

- Takes place in work setting
- Excellent role models are very effective
- Trainee receives valuable pointers
- Addresses language issues
- Provides indoctrination to company's culture

Disadvantages

- Effectiveness is directly related to caliber of employee being shadowed
- The best person is not always selected
- Employee being shadowed may see it as an opportunity to get help with own work
- Scheduling issues affect labor hours



Now, we are **going to act**



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Thank You

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