

Is It A Good Strategy To Have an In-House Training Team?

This **free article** on **Train the Trainer Training** will provide an insight into this important aspect of **Soft Skill Training**.

Learning is a continuous process. The urge to learn must be continuously nurtured for individual development. When organizations recognize this need and take steps towards fulfilling it, they are known as learning organizations.

Train the Trainer (TTT) workshops work in symphony to this need. It is done with the purpose of equipping professionals within organizations with the requisite skills to train other employees at any level. It helps fulfill the organization's need to be aware of the latest developments and refresh itself with adequate skill-sets.

In **Train the Trainer workshops**, participants are required to take an active role. The session consists of modules on advanced presentation skills, how to handle questions, how to make sessions lively and effective, and so on.



Here are our thoughts for the question, "Is it a Good Strategy to Have an In-House Training Team?"

There are two instances wherein organizations arrange for **training of trainers**. They are as follows:

Large organizations will find it time consuming and expensive to train all their employees through external trainers. The feasible solution they have is to employ an in-house training team. Then whenever the need arises, they utilize the services of experienced external trainers who can successfully train their in-house trainers, which is a relatively smaller number as compared to the total number of employees in the organization. The internal trainers in turn train the other employees. This leads to benefits such as:

- ❖ A relatively inexpensive technique, as compared to external trainers training the larger section of employees.
- ❖ Time required to train employees is reduced
- ❖ Flexibility and modularity can be incorporated - the in-house trainers can fine-tune the training that they received to suit the employees' needs, depending upon the organizational culture and the various issues it is faced with

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Time to time, organizations feel the need for training their trainers on particular modules that would help them in the course of the training - right from content development to delivering the training. Recognizing this, the services of an external training organization are availed. This has the following benefits

- ❖ For the Training Department, TTT enables updation and fine-tuning of skills
- ❖ It removes stagnancy from the role by aiding in learning and helps them to keep abreast with the latest developments in the field

Hence, just like mortar is to bricks, TTT is to learning. Both go hand in hand, and by effectively utilizing the available expertise, it is possible to bring an all round learning into the organization.



At **MMM Training Solutions**, we come with the vast experience that we have gathered from across various domains. Being a domain expert, we understand that the finer issues and concerns of an organization can be closely monitored and well understood by an internal trainer. This is why we have incorporated **Train the Trainers workshop** into our portfolio of soft skills.

Our **Train the Trainer workshops** bring the best of two worlds together – the in-house knowledge of internal trainers and our experience across various industry domains. This helps us to impart a wider perspective on the topic.

The **Train the Trainer** concept is picking up fast as more and more companies are moving towards becoming a learning organization. Our clients have recognized that there is a substantial increase in ROI by incorporating **Train The Trainer programs**.

Author Bio:

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