



**REIGNITE
YOUR
POTENTIAL**

FRPA | 2021

**TECHNIQUES IN TRAINING STAFF
– HIGH EXPECTATIONS**

MONDAY AUGUST 30, 2021

LEARNING OBJECTIVES

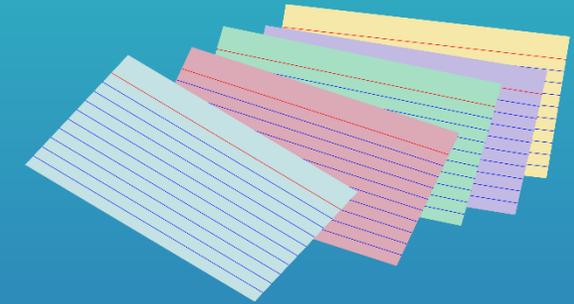
- 1. SET EXPECTATIONS FOR YOURSELF ON HOW TO BE A BETTER TRAINER.**
- 2. GIVE AT LEAST ONE EXAMPLE OF SOMETHING YOU DO WELL WHEN TRAINING STAFF.**
- 3. NAME AT LEAST ONE TIP YOU CAN USE FOR YOUR NEXT STAFF TRAINING.**

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On the index card in front of you...

- 1) Please put your name
- 2) Agency
- 3) Best way to contact you (email/telephone)
- 4) Tell us one thing you do really well for staff training (ice breakers, instruction, organization, explanations)



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BE THE BEST

High Expectations: I ask my staff to be the best. I expect them to be the best, the parents expect them to be the best and the kids deserve for them to be the best.



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YOU HAVE TO TELL THEM HOW

- What do you want the goals of your program to be
 - How are you going to get there (objectives)
- Tell them what you want...not what you don't want...
 - Stories are great to convey a message

These items can't be a secret. If you are depending on other people to get you to the end goal. Tell them what that is.



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But...I'm not an expert in that...

Do you ever feel like you should just know more before you instruct others?

- Good for you. Knowing your limits shows a lot of character
- Get someone that is knowledgeable to teach everyone, including you.
- This also shows your staff that you too want to be the best and you do what it takes to get there.



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WHY

WHAT IS YOUR Why?

- If you can't identify it...that comes first
- If it is money...it will only motivate you for so long
- Will your why motivate others?

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TYPES OF TRAINING

- Observation – on the job training. You notice something. You suggest different ways. Don't forget the why...
- Informal – Let me show you something quickly. Always be able to demonstrate what you want. Don't just say it.
- Formal – Set time, agenda, space – You have to be prepared



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