

## FISH TRAIN THE TRAINER

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### **COURSE LENGTH: 2.0 DAYS**

Are you looking for a fun and respected team building and cultural improvement program for your trainers to deliver company-wide? Then FISH! will help you deliver truly inspiring training!

The PD Training FISH! Train the Trainer is designed for the trainer who needs to develop their training skills and maximise their potential so the trainees can benefit more from attending the training.

The FISH! philosophy has transformed team cultures and teamwork around the planet. Give your facilitators the tools they need to bring the four FISH! practices to your organisation's training sessions.

This dynamic and highly valuable training course is now available New Zealand wide including Auckland, Wellington and Christchurch.

Please click the In-House Training tab to receive a free quote for courses delivered at your preferred location.

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## FISH TRAIN THE TRAINER COURSE OUTLINE

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### FOREWORD

FISH! Train the Trainer is a two-day workshop that shows you how to apply The FISH! Philosophy to build a highly effective organisational culture. By allowing your trainers to attend the course, you will have an effective means to begin the process of developing a high-performance culture in your teams and workplace.

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### OUTCOMES

#### By the end of this course, participants will:

- ▶ Give your trainers the tools and techniques for creating culture change company-wide.
  - ▶ Gain a working understanding of the importance of culture and see the impact and business results that a high-performing organisational culture can achieve.
  - ▶ Understand how the FISH! Philosophy can be incorporated into your culture as a means for creating enhanced employee engagement, better team cohesion, greater employee satisfaction, and overall better business results.
  - ▶ Learn a strategic approach to incorporate the FISH! Philosophy and training program with your current mission, vision, values and culture.
  - ▶ Learn to develop a culture change plan for incorporating the FISH! Philosophy into your organisation.
  - ▶ Reflect and learn about the role of a leader in sustaining healthy cultures.
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### MODULES

#### Lesson 1: Make Your Culture a FISH! Culture

- ▶ **Find it - groundwork**  
How to determine direction both as an organisation and as an individual within the organisation
- ▶ **Live it - belief, learning and tools**  
Learn the skills, experiment with the concepts and practice the actions that bring the Culture Vision to life
- ▶ **Coach it - momentum**  
Sustain the training and conversations, and grow as individuals and organisations
- ▶ **Building sustainable training**  
Useful resources to great sustainable training

#### Lesson 2: The Experience-Centered Model

- ▶ **Traditional vs. Experiential**
- ▶ **Ingredients for the Experience-Centered model**
- ▶ **Creating the right learning context**

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### Lesson 3: Event Preparation

- ▶ **Keep it simple**  
What is the goal and what are the impacts?
- ▶ **Prepare yourself**  
Learning to feel comfortable with all the training material
- ▶ **Living in alignment**  
Making sure your actions are in alignment with your goals as a facilitator
- ▶ **Meet with managers**  
Setting goals and expectations with everyone involved in the training
- ▶ **Invitation**  
Giving participants a choice
- ▶ **Mental preparation**  
Getting ready for the event and being ready for any surprises
- ▶ **Physical preparation**  
Getting the training room / facility ready to create an exciting atmosphere
- ▶ **Timing**  
Setting timelines and expectations for management and participants

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### Lesson 4: Event Outline

- ▶ **Your introduction and building community**  
Build rapport and trust with participants that sets the tone of the event with introductions and fun activities
- ▶ **FISH! film, setup and review**  
Create context and understand the essence of the FISH! practices, build community and create energy  
Show the film  
Review the four practices
- ▶ **Be There**  
Helping participants to understand and experience what Be There means
- ▶ **Play**  
Learn to help participants understand the essence of Play and how to live it every day
- ▶ **Make their day**  
Helping participants understand how to value people, selflessness and being aware
- ▶ **Choose your attitude**  
Helping participants become aware, make conscious choices and live in alignment with intentions
- ▶ **Action planning**  
Strategies for helping participants create an action plan that includes practice, follow up and accountability
- ▶ **Making the commitment**  
Locking in the four practices and creating a commitment experience for the team

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### WEB LINKS

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- ▶ [View this course online](#)
- ▶ [In-house Training Instant Quote](#)