



## Comments

*"I think I had a clue about trainer attitude and ethics, I was observing trainers before:P The session about it at YTA didn't really give me some extra about it, just a bit.*

*YTA was very helpful for me to set up the ""technical"" system of a training, to make the process in a conscious, well over thought way, having a logical flow in it. I knew already the message what I want, but I was missing the ""How to deliver it?"" , YTA gave me a huuuge development point here."*

"I had no prior training-for-trainers training, or presentation skills training. All of my prior knowledge was based on two years of leadership experience, and modest soft skills training. Also my organization is kind of hermetic and doesn't cooperate with other organizations too much, so this was my first time getting to know other structures and trainers.

Youth Trainers Academy was the first time someone offered a structured approach to these issues, so this is why honestly I would fill all 5s in this list."

*As far as i know, all the things listed above can be checked as 5 for me. The reason i checked for is because for the things i might learn in the future and im not aware of yet. The trainings, the trainers, the sessions, the participants; everything was better then i expected. I am glad to say that i was a YTA participant.*

"I already had previous knowledge on soft skills.

I really learnt A LOT about training design, delivery and evaluation and it was extremely useful for me in the next months.

BTW, the grades are not ""5"" because I'll (probably) never think I know everything about something ;)"

*I have acquire a lot of technical knowledge, but also soft skills. The best was the practice moment in which we had the opportunity to practice what we had preached. An improvement point will be much more self-reflection moments, in the reflection groups.*

I had no knowledge at all on these topics before Ljubljana YTA 2011.

*I had attended LSS before.*

It has been a wonderful experience. I believe that each one of us brought home a lot more than originally expected. Thank you for making our work easier by choosing great participants and performing wonderfully yourselves :)

### **According to you, how practical were the sessions' contents throughout the event?**

31% perceived the practice part regarding the event as 7/10

23% perceived the practice part regarding the event as 8/10

23% perceived the practice part regarding the event as 9/10

23% perceived the practice part regarding the event as 10/10

We can conclude that the event has been perceived as highly practical (100% ranked it 7/10 and higher) which was also one of the aims for the event trainers set while designing the event.

**From the topic delivered on YTA and the skills/practices developed during the sessions, how much are you using the related knowledge in your training delivery practice?**

- **Feedback Methodology**

With an average of 4.3/5, participants tell us that they use the related knowledge often.

- **Advanced communication**

With an average of 4.3/5, participants tell us that they use the related knowledge often.

- **Presentation skills for Trainers**

With an average of 4.4/5, participants tell us that they use the related knowledge often.

- **Facilitation for Trainers**

With an average of 3.8/5, participants tell us that they use the related knowledge often.

- **Visualisation workshop**

With an average of 3.8/5, participants tell us that they use the related knowledge often.

- **Training Design**

With an average of 4.3/5, participants tell us that they use the related knowledge often.

- **Training Delivery**

With an average of 4.5/5, participants tell us that they use the related knowledge often.

- **Activity Management**

With an average of 3.5/5, participants tell us that they use the related knowledge from time to time.

- **Training follow-up**

With an average of 3.5/5, participants tell us that they use the related knowledge from time to time.

Not only we received relatively good feedback for these sessions during the event, all of them are still being used over 6 months after. We could improve the 2 last sessions to increase their retention over time.

#### **Comments**

"As told before, YTA helped me to set a structure in my sessions, I use this all the time, bit formed to my style.

*Also the above mentioned skills, they are very important part now of my sessions:)"*

"Most of the involvement in my NGO includes:

- a) locally, training team coordinator
- b) internationally, team coordinator

By comparison, actual training delivery takes up a lot less of my time than coordination (event design and training design) and activity monitoring (evaluation and follow-up) of both teams. This is why I use these skills differently than I would if I only held training."

*I am trying to use the knowledge i have gained from YTA in every training i am involved. Those information will be useful for me for my whole life.*

There are skills you use more often since they come in handy as a participant as well :)

*In general, I use the skills I developed a lot, I realize, that my attitude and my methods of working in a group changed.*

Well, I've incorporated a lot that I heard on YTA in my training. For example, I try to implement the 4-mat in almost all training plus applying it in academic work. Of course, as this area we're dealing with as trainers isn't small at all, it takes time to learn, implement and perfect all the skills mentioned. But life is long, I'll get there :)

**What specific method(s)/practice(s)/model(s) did you adapt from YTA training sessions in your Organisation context or personal delivery?**

4MAT, but not all the time, Visualization.

*"- I adapted the "quality training" approach, to base the session on the needs of participants, to give them value.*

*- I made my fellows from my NGO understand the difference of a lecture, presentation, training, this was the most tough one*

*- 4MAT model*

*- Setting up the space for a training*

*- facilitation (also in organization)*

*- visualization (I can't live without it any more:))*

*- feedback (also a bit in organization)"*

Training design and the training format. it's easier to plan the training when you have some "code" that you have to follow to have great session.

*"I was able to adapt some of the facilitation skills within the national mailing list and set up a feedbacking system based."*

"As international team coordinator, I have used knowledge from Training Design to improve an annual recruitment event of the team (formatted similar to training for trainers events), designed a new annual event of the team for a wider audience (formatted as conference), design and redesign sessions with my training team for both events. Defined goals of all events (previously held, but never defined!) and of the team itself. Since this international team was formed two years ago, it's fairly young and my predecessor was not a trainer, so this complete and needed overhaul would not

be possible without me attending YTA. And, my interests from YTA helped me do all of that efficiently online :)

Locally I am coordinating a team of trainers, however, because of ill training practices and individual traits this needs not only a lot of mentoring and monitoring, but also conflict management skills and even damage control. Seeing struggles of these trainers of my own organization, I am very grateful for the opportunity to have worked with you guys, and to have had the opportunity to learn and see so much from you."

*Presentation skills, facilitation, TRN model, trainer's attitude, feedback. I have adapted every detail that i could grab. These have improved both mine and my organisations qualities over the process.*

"4mat model: I'm designing all my sessions according to that. I find it easy to use and it's very effective.

Visuals according to Herve's rules :) Using photos instead of (many) words in powerpoints, using elements of surprise, video clips, TED talks etc. Works wonderfully :)

Feedback: giving the pax the chance to give feedback after each session (different methods) as well as after the whole training.

TEDx: we did it with my students as well. The main topic was Non-formal learning, we had 10 speakers and a full classroom of audience :) Katarina joined us as a special guest speaker, which was a lovely addition."

*I use more visualisations in my deliveries. On every occasion I prepare a presentation I try to include some less random forms of delivery e.g. a movie, a small exercise, discussion, questions tossed at the crowd. Plus motivation techniques and NLP basics are still very useful and I explore them further with pleasure.*

"I try to use 4MAT, but don't always find it the best way to go. It depends how well you know who you will be delivering to.

I try to use a calm and accepting attitude towards all participants, ensuring everyone feels their value as an individual within the group."

*"- Planning a presentation: when I plan I presentation I focus more on the goal of the presentation and less on the content. That comes after the goal.*

*- working with others: I am more aware of the skillset of others since the YTA*

*- I use the golden circle a lot*

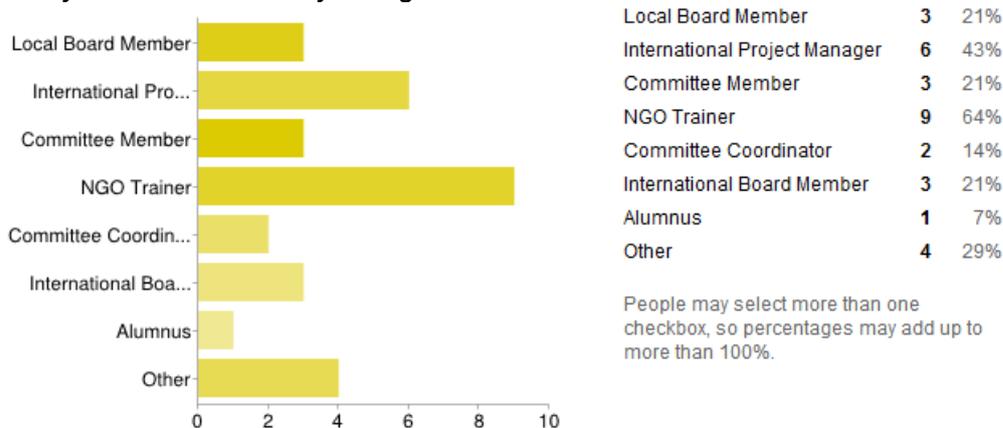
*- I focus on making the participants involve and participate by means of questions, activities etc."*

"Above I mentioned applying the 4-mat to most areas in my professional life. By your request, I've also read a great book ("How to recognize a liar", this is not the real name, but I can't remember it now) that helped me become a little less naive and a little bit more perceptive of others intentions. Also, I've learned a lot about facilitation and feedback. Currently, the Executive Committee of IAAS encourages us as trainers to be present at their meetings as we boost effectiveness. :)"

Debriefing

## Post YTA practice

What is your current status in your organisation?



Most of the participants have a status of trainer after the event within their “home” organisations. Some didn’t though are recognized as Trainer on their local level and other organisations.

**How useful were the YTA hand-outs to support the knowledge of the sessions and your development as Youth trainer?**

Usually I use various sources for my sessions - partly in order to learn brand new things, but usually I reach back to the handouts. I would say I use them for appr. 50% of my preparatory work.

*I read the training design and training delivery handouts several times. After YTA by designing training I had a look always at them to help me create the whole picture of the training and the logical flow. I felt safe checking the handouts for the structure.*

Very. when I had problems remembering sth, I just looked at them and that was enough :)

*Handouts were perfect to recall topics contents and remember how the training session was developed, so I could reply the parts I needed in my training sessions*

I would refer to them from time to time when preparing something, but I'd probably rely on them more if I had them printed and bound together.

*They came along quite useful with my little notes i took during YTA. (I couldn't stop the medical student in me during the sessions and yes i took some notes:))*

"To be honest I didn't manage to read all of them yet. I just read some parts, which I needed the most at a given moment. I used my notes from the sessions and combined them with the handouts.

However, I do plan to read everything carefully when I find more time (I saw someone had printed handouts from LSS 2011 tied into a booklet and I plan to do borrow the idea for YTA handouts). I think they're really useful and important because they are very comprehensive and because I already forgot many things which I learnt during the sessions that I'd like to remember in long term."

*There were very useful because I checked them every time I had a question regarding the topic and also to remember the information. Good content and structure.*

Very useful! I look at them closely whenever I deliver a full training. Especially the one on 'training design' since I feel some basics I still need to revise with your guide. I also enjoy the design/layout you used for the handouts. They are transparent, user-friendly and helpful.

*I found them vital to review before I went and designed my first sessions.*

"Honestly I didn't use the handouts of the YTA a lot, but I used a lot of the material from the LSS as well as the fredfromlbgto (it is offline now?). What I really took with me was the experience and the practice as well as the mindset.

Thank you for that!!"

*I can say that I read them, then again, I'd be lying. Will tell you during these 20ish days while we organize our first TTT, and I am more than sure that they'll come in handy. 8-)*

Very useful to read everything through!

#### **How did YTA help you in your current Organisational activities?**

I delivered session of Group Dynamics, Feedback and Conflict Management that I could closely relate to YTA sessions. Oh, and also a bit of the Public Speaking session helped me to design my trainings along with Facilitation (I really like to use the skills of the facilitator who lets the participants figure out their owl learning points).

*"Presentation skills - I'm not afraid of presentations any more (after watching myself several times), I need less time to prepare them*

*Advanced education*

*Questioning - YTA really helped me with what questions to ask and how, also in my personal life. It helps me get out information and expressions of ppl, it helps me understand them better.*

*Learning styles - I approach ppl in a different way after being aware they need other methods to understand a topic*

*Visualisation - by projects, sessions, facilitated meetings, I always use visuals, it helps a lot to make it understand for everyone*

*Facilitation methods - I use it by meetings, sometimes I'm only invited to facilitate.*

*Training design and delivery - I use these to support my local to create local training programs, even a training structure of the whole term.*

*Activity mgmt - this helps me a lot with facilitation and energizing the group"*

It taught me what to do in planning the training session, during the session. mostly how to be a good trainer and how to stand on my own trainer fear :)

Since YTA I became active trainer in my organization and will be in charge for the development of a training strategy, moreover I was able to learn about other organization's training systems and build

a network with other NGOs' trainers which helps me find out of new training, learning and networking opportunities for my personal growth and to help others in my NGO

*"I mentioned these through previous fields.*

*In my local team, I found that my experience from YTA was probably higher quality than what my colleagues gained through their training for trainers. Maybe individual traits play a role in this - I don't know, what I do know is that recently a session held in my local organization had damaging consequences to members. We had an intense meeting yesterday to evaluate this, and I was very calm despite the situation, this is why now I'm still under the impression from it. Anyway, the situation was remedied and evaluated in textbook way I learned in this event, piece by piece. Without my experience in your event, this may have resulted in conflict and more future damage to members.*

*On the international level, I lead a virtual team that deals with international funding, and the operational aspect of it - knowledge transfer, organization of events, project realization - would be the same without YTA and without any training for trainers. YTA enabled us to successfully develop training sessions without aid of the training team of my organization, sessions that would anyway be impossible for them to design without needed fundraising knowledge. What I also brought to this team is on the personal aspect: my attitude as coordinator, conflict management, advisory roles, and even coaching.*

*As far as networking goes, this event definitely changed my views. This was my first opportunity to attend an event outside of my organization, so the different mix of people together with intense coaching changed the way I socialize and create contacts. My personal PR was improved, I became more open, and this will definitely serve well when advancing in my organization. I also learned how to hang out and work with women, which you might find really funny mentioned in this field. It made so much difference in my attitude and communication for project I was in both locally and internationally."*

As a Human Resources Officer and the Training Coordinator, my experience in YTA made it a lot more easier for me to organize/coordinate the trainings and the trainers in my organisation. I have the ability to put down a planned schedule of everything i need or might need during these activities. Plus i have the great opportunity to answer trainers' material needs thanks to the awesome library of Herve!

*"I joined the trainers' pool but haven't started training for EFPSA yet.*

*However I did use the knowledge from YTA in designing my lectures for the faculty. All together it was 7 sessions of 2,5 hours each in 2 groups (the class was Psychology of learning). I can say the classes would look a lot different without having learnt all those things, especially the part about training design. And since the lectures were quite a big success I can only say: THANK YOU!!! YTA had a major effect on my work & life.*

*And a special thanks to Katarina who took a lot of time to review the first session with me, gave a lot of constructive feedback and was very supportive throughout the whole process. "*

After YTA I exploded, in a sense of developing my training career, because it brought me what I was missing and that is the technical knowledge and the confidence. It brought me the structure that I needed.

*I am better prepared on the theory of motivating people. I think I am referring to the knowledge I gained at YTA whenever I prepare an email to my NGO members (both locally as well as internationally). I think, again, the influence of NLP theory and the way you delivered trainings have influenced my style of interaction with other people in the Association.*

"It gave me some tools to better manage a few knowledge transfers on an international level, as a practical example.

Indirectly it also gave me some motivation to keep on working in the NGO in some different fields."

*I gave trainings on an international event and on local level, the YTA gave me the skillset to deliver the trainings.*

"First of all- great contacts.

YTA indirectly helped IAAS have a (almost) free webpage 8-) by cooperating with EESTEC members. Also, it was really a pleasure to learn from great trainers like you. We had the freedom to ask you everything that was on our minds. Quite liberating and refreshing."

*Giving more knowledge to help organising our first IAAS TtT*

**In your current Youth trainer's life, do you miss any knowledge concerning the topics above that were not covered by YTA?**

A summary of the answers:

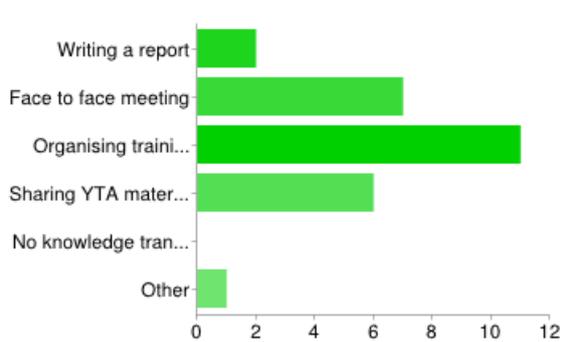
- I think all that was done was perfect to give us the basics and self-esteem we needed to feel as new-born trainers
- How to deliver to elderly audience
- How to deal with difficult participants
- How to deal with burnout
- Guerrilla training design: how to cope with lack of preparation time (experience doesn't count), or how to get the most out of a session if you can't prepare it in full
- How to deliver a topic while having low experience.

**How are you completing your first year achievements from your training activity contract?**

The ones who made a contract are on track, even beyond expectations in at least one of these fields: reading books, delivering sessions, meeting trainers.

Some others didn't formalise their contract and among them most did quite a lot while others did not do much due to their other responsibilities.

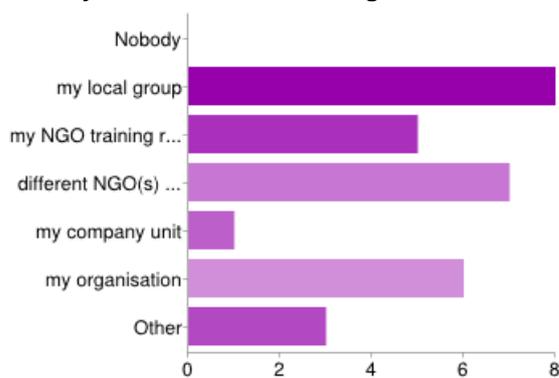
### How did you provide YTA knowledge transfer to your organisation?



Writing a report	2	15%
Face to face meeting	7	54%
Organising training session(s)	11	85%
Sharing YTA materials	6	46%
No knowledge transfer	0	0%
Other	1	8%

People may select more than one checkbox, so percentages may add up to more than 100%.

### To who did you transfer YTA knowledge?



Nobody	0	0%
my local group	8	62%
my NGO training related community	5	38%
different NGO(s) training related communities	7	54%
my company unit	1	8%
my organisation	6	46%
Other	3	23%

People may select more than one checkbox, so percentages may add up to more than 100%.

### How many training hours did you deliver since YTA?

YTA graduates registered over 267 hours of training delivered: an average of 20 hours per trainer between December 2011 and May 2012.

## YTA impact

### What do you think is the added value of YTA?

Summary of the answers:

- Different NGO training related communities
- Mixed trainers group
- Networking
- Follow up of coaching
- The stress
- Broader view (not just one NGO)

### How could we improve the Coaching after of YTA?

Summary of the responses:

- More questionnaires
- Set up a check system based on regular reviews (every 2 month for instance)
- Be able to change coach
- Select one of the trainer as coach
- Guidance for the first training after YTA
- Skip this part
- I'd contact my coach if/when needed

### What do you propose to improve the learning experience during YTA?

Summary of the responses:

- One more delivery practice
- Keep it as it was
- More money to have a nicer place
- Agreement with NGOs
- More reflection time
- One day extra
- Planning a half day out (training free)

## Improvement points

### Would you promote YTA 2012 within your organisation?

100 % YES!

### How would you like to help us make YTA 2012 happening?

Summary of responses:

- Visit if possible
- Support in preparation and follow up
- Organisation
- Training delivery
- Write a YiA Grant application
- Promotion

Is there a question we forgot to ask?

No. Thank you for reminding me on YTA :)

*Yes, i miss you guys ;) thanks again for this great opportunity*

Nope

*"What made YTA awesome and unforgettable?"*

*Besides all the things already mentioned before, I believe it was also the great atmosphere in the group. I don't know whether you are all some kind of masters of group dynamics or were we just extremely lucky with the combination of people. I really loved the group. It was and still is supportive and inspiring. And I love it that you're encouraging people to share what they're doing now (which reminds me I should share also, will get to that) and that everyone is so active. It's so cool to read people are actually using the knowledge and skills gained during YTA. It was really an amazingly inspiring event, which gave me a lot of motivation. And since the last 5 months were really crazy for me (2 jobs + trying to have a life as well;) it was even more valuable. Everytime I hear from you guys or look at the YTA photos it feels like another blast of positive energy :)*

*Ok, now I'm gonna stop before I get too cheesy, after all it was not an EFPSA event so no need to cry ;)*

*But YTA really was something I'll never forget! Thank you! <3"*

"What was the thing from YTA that changed you/helped you becoming the awesome person you are today?"

Cheers!"

*You could have asked - is there a topic you feel particularly comfortable with / enjoy a lot? This could help you in the future in case you were looking for a trainer from a particular field. Just an idea again.*

"Ask them:

Do you see a real and important value of YTA within the NGO communities we have, and not just an attempt at doing T4T/TNT/TTT our way?"

I would answer:

Yes, because of the added value mentioned above."

*"Personal feelings looking back:*

*It was a great time for me and I learned a lot. About trainings and about me. But most important of all I learned a new way of approaching trainings/problems/people and that changed me a lot.*

*Thank you a lot guys!!!"*

"No, but here's a stupid joke.

How do you turn a dish washer into a snow blower?

Give the b\*\*ch a shovel. "