

# Training of Trainers

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## A. Who will be trainers?

### **1. Academics, scholars; Practitioners; Management experts**

- All need adaptation to handle dip training tasks
- At mid-career and senior levels (esp. courses for envoys) special need for practical experience, provided this is framed within valid concepts
- Developing trainers is a major challenge
- Personal view: retired practitioners may make the best resource, but need motivation

## B. Training materials

- Very little material is available from published sources
- This particularly applies to practical exercises, simulation material
- Sharing of textbooks is one option, or using course materials available in online courses, such as those run by Diplo
- IDFT might could serve as exchange point

## C. Online courses

- The special merit of distance learning programs is that they are mainly text-based
- The texts provided are usable by participants for wide use, including adaptation as teaching materials
- At DiploFoundation we take a practical approach, not bothering about copyright to block such fair usage

## C. Contd

- In practice we know a fair number of dip teachers use some of our materials, hopefully with adaptation + improvement
- Diplo courses are open to potential teachers, who are treated as 'auditors' and not as students, though they have full class access
- Such individuals can join several courses, take relevant material for own use

## GOAL: More trainers everywhere

- Our goal should be that in virtually all countries local trainers are available, for use by MFAs
- One should see this as a process, where good trainers are not a finished product, but learn and improve on the job
- This is the only way that countries can truly meet own needs for training