



TRAINING WORKSHOP
FOR AGRIBUSINESS FIRMS
Reviewing, Applying, and Sharing

Ground Rules



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- ✓ role of trainers is to facilitate learning

- ✓ draw on participant experience using participatory methods: question & answer, etc.

- ✓ respect punctuality and cell phones silent/off

- * review workshop schedule and logistics

Workshop Goal



To enable participants to:

review concepts,
apply better practices, and
share experience

of small-scale producer level training

Workshop Sessions



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- 1) Training Content & Learning Objectives
- 2) Presentation Methods and Session Planning
- 3) Small Group Discussion and Presentations
- 4) Training Program Plans



SESSION 1:

Training Content & Learning Objectives

Session 1: Training Content & Learning Objectives



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By the end of the session participants will be able to:

- ✓ describe relationship between a training goal and learning objectives
- ✓ describe importance of breaking training content down into smaller parts
- ✓ describe difference between a training component and training sessions

What is the difference between a goal and an objective (for training)?



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- Goal = final destination at the end of the training
 - what skills, knowledge, attitude, or behavior should be acquired?

- Objectives = way to get to the final destination
 - which road/path to take to the final destination?

Training Goal and Learning Objective



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- Example Training Goal: “farmers able to produce and supply organic chilies that meet our quality specifications”

- Example Learning Objectives: “by the end of the session, participants will be able to:
 - 1) explain differences between organic and conventional production practices;
 - 2) describe organic chili production techniques;
 - 3) list quality specifications for organic chilies; etc..

- descriptions for learning objectives should include “action” words
 - action words: *do; describe; list; explain; show; choose; compare*
 - non-action words: *know; understand; appreciate; feel; be aware*

What are other examples of Training Goals & Learning Objectives?



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- In groups of 2-3 people:

provide an example of an overall training goal and learning objective(s) to support that goal

- remember to use “action words” when describing learning objectives
- share example in plenary

Training Content

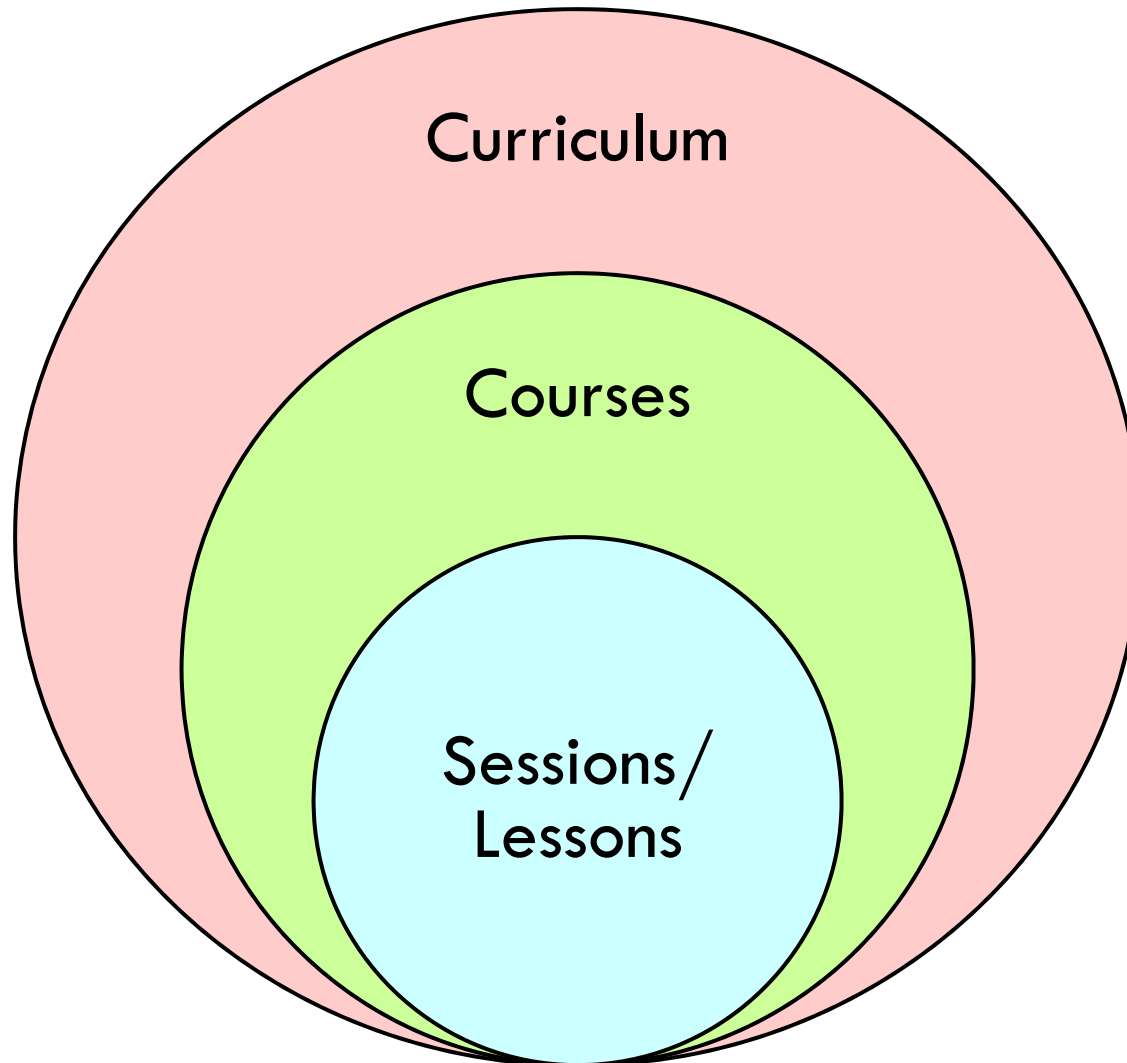


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- instructions must be broken down into specific pieces:
 - directions to a location must be detailed and understood otherwise the traveler may get lost!
 - recipes include ingredients and detailed steps needed to prepare a specific dish

- training content must also be broken down into specific pieces

Breakdown of Teaching Content



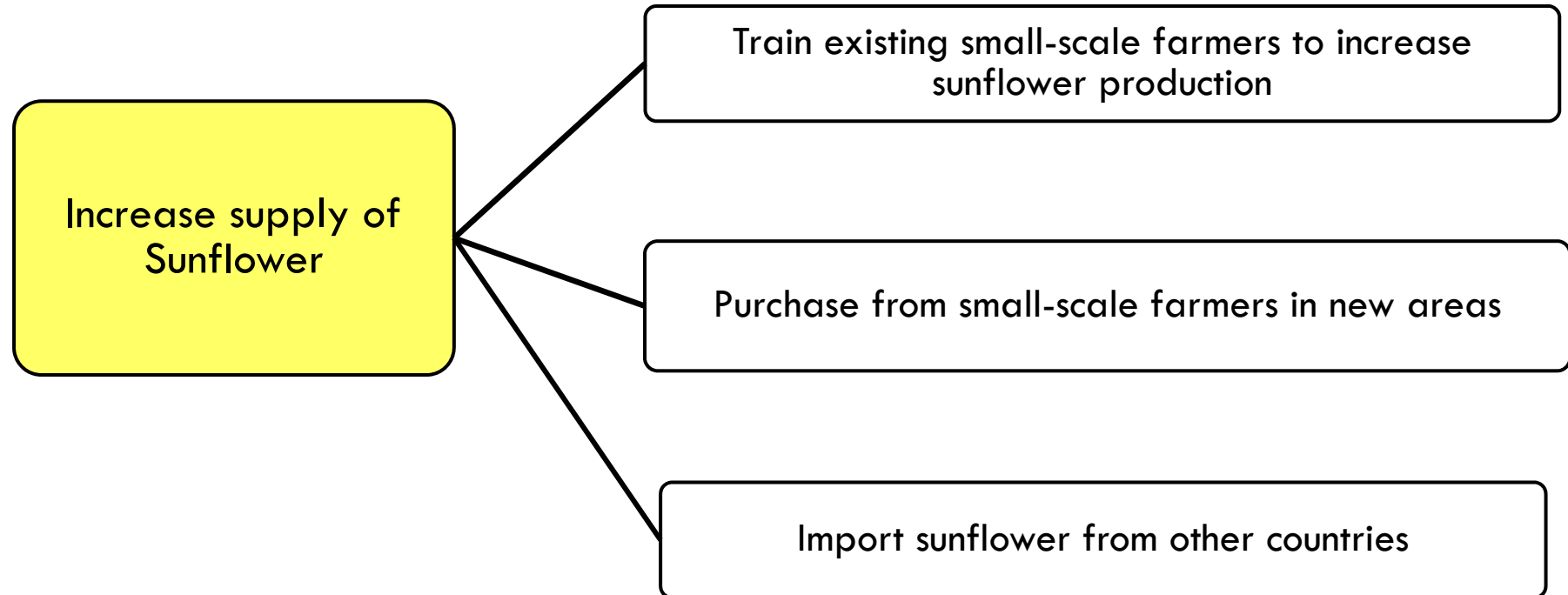
Overall Company Need & Ways to Meet It



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Company Need

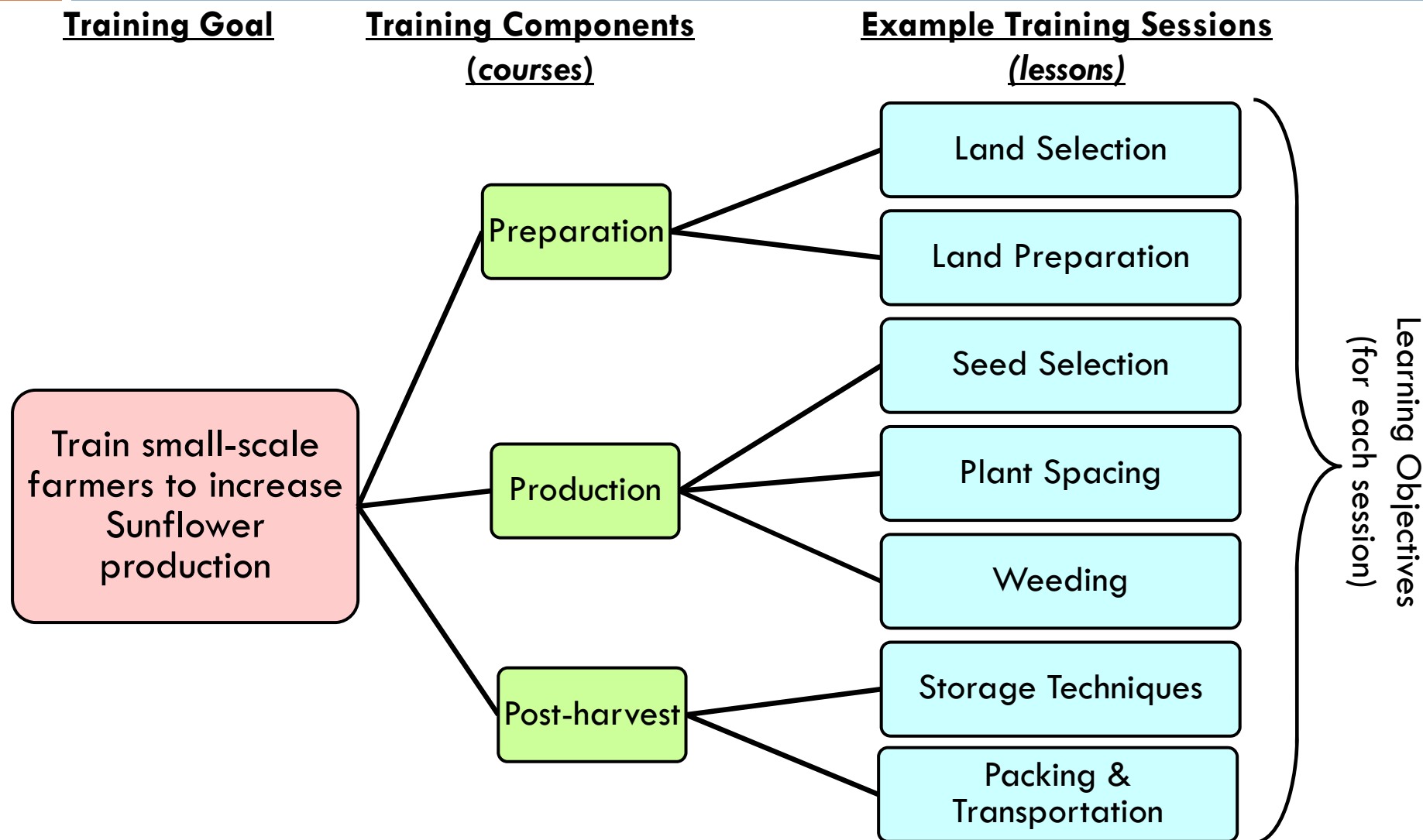
Ways for Company to meet Need



Breakdown Training Content: Example Training Program to Increase Sunflower Production



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Review Session 1: Training Objectives & Content



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