At our trainer conference on Nov 4, we spend some time talking about strengthening our trainer network. I asked about ways to strengthen your internal trainer network as well as our external state-wide network. Here is what came up in our discussion:

EXTERNAL:

It would be helpful to have some way to identify trainers who have special population skills or knowledge.

* Gary took this opportunity to encourage everyone to update their profiles on the LivingWorks Website. Others noted that searching for specialties is arduous, even if the LWE website is current.

Continue hosting Annual Regional Trainer Conferences

* Maybe even have meetups or other gatherings more often.
* Colbie Caughlan volunteered to lead the organizing efforts for these get-togethers. We assured her coaches would be present.

Interstate Training – swap out your training partners with folks in other states (as possible) or regions to develop cross-specialty.

* It was discussed that changing up partners was a great idea no matter where they lived. New partners can help develop trainer skills.

Sign up for and participate in Donna Noonan’s ASIST trainer listserve.

Coordinate funnel for training money as done with Mental Health First Aid.

* Subsidies
* Sponsors
* Co-ops
* Donna Libemday will check into how the Mental Health First Aid monies are acquired and coordinated to see if we can replicate it for ASIST workshops.

INTERNAL:

Organize supplies in advance and keep that “supply box” replenished and organized at all times so you can grab and go at the last minute, if requested.

Give trainers permission to bow out if necessary (have a backup trainer ready)

Create rituals for relaxation and workshop planning.

Go out and visit the area (if you’re training out of town) and do stuff together.

Get someone else to do the room configurations - Have a workshop organizer that takes care of all the details so all you have to do is worry about is putting on the workshop.

Set up home supports – (many trainers noted that their spouses or children knew when they had an ASIST workshop was coming .)

Send Love and Support to others when you know they are doing a workshop

Protect your time.

Check in with each other during lunch

Team lunches during the workshop

Back each other up if there is a conflict or concern with a participant.

Back up and listen for content delivery. Be present while the other trainer is “on”. Watch for progress on their learning goal

Positive feedback for teammates – check in regularly

Have a trainer debrief after each workshop to discuss what went well or not

* Be willing to have difficult conversations with co-trainers regarding maintaining fidelity to the model and avoid trainer drift
* “confessions” during the workshop debrief, talk about what you forgot or got confused by
* Discuss learning goals

This is a great list that can only enhance your abilities as trainer! I’m really excited to see you all again next year, if not sooner, to see how you implemented these great ideas.

Feel free to contact me, if I can help.

Mary Jadwisiak

Mary@holdingthehope.com

(360) 687-7954