STERLING
TRAINING FOR BUSINESS



LEARNER-CENTRED TRAINING
EXCITING, CHALLENGING AND LONG-LASTING

Our proven techniques - honed by our unique experience with the military around the world - are rooted in one key principle: learner-centred training with practical, real-world application.

We give you empowered staff, skilled in critical thinking, evaluating, problem solving, reflecting – the people you need to drive your organisation forward.

We create active training rooms, where co-operation, participation and support are the cornerstones. Our expert trainers facilitate powerful training which connects deeply with the participants, reinforces what they know and challenges what they don't.

The learner-centred approach has a dramatic impact on how much of the training is retained, because it's engaging, energising and participants are drivers, not passengers, in their learning process.

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HOW DOES IT ACTUALLY WORK?

Just like a great leader establishes an environment in which their team can motivate themselves, our trainers establish a psychologically safe learning environment where participants feel their experience, opinions and beliefs are valuable and important. Where they are encouraged to share these freely, to ask and answer everyone's questions, not to take information on face value but to actually evaluate and challenge it.

It takes a special type of trainer with high levels of competence and confidence. Our trainers are Subject Matter Experts (SMEs) who are coaching, facilitating, challenging, ready for push-back, questions and confrontation and with their expert guidance the collective get the answers.

We draw on our experience of working with the military and encourage mistakes to be made in training, rather than out in the field.



What does it feel like? It feels **GREAT**.

Our participants are working alone, in pairs and groups, using case studies and scenarios, learning tools and techniques, and experimenting and role playing. Training hard so they can play easy. The trainer becomes a resource, a link point to draw on when needed, to guide and advise, but is not the only source of information and support. A learning community is developed where participants are applying their learning laterally across many different situations.

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LEARNER-CENTRED TRAINING - ONLINE

Live online is 'on-air' training with real trainers working with remote delegates who work in groups, view slides and video, use whiteboards, just like in a real training room.

Recent research shows that participants on smart virtual learning programmes like ours are around 6 times more likely to take action as a result of their training. In fact, our work is showing that they are retaining more of their learning than from a typical one-day course.

LEARNER-CENTRED TRAINING - FACE-TO-FACE

We love getting into the physical training room, it's a great place to be creative and use our experiential training techniques! Excellent for relationship and team-building and those very practical sessions, working face-to-face with your staff builds skills and knowledge as well as technique and finesse.

Not just for those who are tech-nervous, face-to-face training is particularly useful as part of driving cultural change. We are the voice of your organisation, underpinning your aims and values and helping your teams to find practical ways to implement and achieve your objectives.

Our learner-centred training courses...

Leadership & Management

Drive profitability and productivity through effective team leadership and strong people management.

Communication & Soft Skills

Transform staff effectiveness and motivation by empowering them with new communication and soft skills.

Trainer Training

Grow confident trainers with the precision and soft skills to deliver effective training, face-to-face or live online.

Intercultural Competence

Create powerful intercultural relationships with colleagues and clients, and boost engagement and profitability through competence.

NEXT STEPS...

We trust this document has given you a flavour of Sterling Training and the difference a learner-centred approach can make.

For more of a taste and to fast track a conversation simply send me an email at: **emma.lacey@sterlingtraining.org.uk**

Thank you for taking the time to learn more about Sterling Training. I look forward to the opportunity to speak with you.

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Royal Navy of Oman

Royal Air Force of Oman

Royal Army of Oman

ABOUT STERLING TRAINING

Sterling Training delivers customised learner-centred training that's exciting and challenging, combining sector-specific expertise with applied learning methods.

Through scenario-based exercises and the integration of client-specific terminology, processes and tools, we deliver practical skills development in face-to-face, virtual and hybrid formats.

By making training engaging, energising and interactive, we dramatically increase retention and application of skills. Our distinctive, discussion-led methodology is highly valued across business and defence communities for its ability to drive sustainable, long term transformation.

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