



CENTRAL BANK OF EGYPT
Egyptian Banking Institute

Engaging Learning: From Activities to Impact

Interpersonal Skills



10505



In-Class



8 hours

Course Description:

This program equips trainers with the skills to design and facilitate engaging, activity-based learning experiences that drive retention and behavioral change. Participants will explore experiential learning principles, adult learning theory, and a wide range of interactive techniques, including games, simulations, and structured activities. The course emphasizes practical application—enabling trainers to select, design, and facilitate activities that align with learning objectives, increase participant engagement, and handle real-world facilitation challenges effectively.

Target Audience:

- Corporate Trainers & Facilitators
- Learning & Development Professionals
- HR Business Partners
- Team Leaders delivering training sessions
- Subject Matter Experts transitioning into training roles

Course Objectives:

By the end of this course, participants will be able to:

- Explain the principles of adult learning and experiential learning in training contexts
- Apply engagement techniques such as icebreakers, energizers, and simulations
- Analyze participant needs and learning contexts to select appropriate activities
- Evaluate the effectiveness of training activities and troubleshoot challenges
- Design customized training activities aligned with learning objectives
- Integrate humor and energy techniques to enhance engagement without losing focus

Course Outline:

Module 1: Foundations of Learning

- Principles of Adult Learning
- Experiential Learning Cycle
- Why activities enhance retention
- Role of engagement in learning effectiveness

Module 2: Applying Training Activities

- Icebreakers, Energizers, and Simulations
- Role Plays and Case Studies
- Structuring and delivering activities
- Facilitator instructions and timing

Module 3: Analyzing Learners & Context

- Audience analysis (experience, expectations, resistance)
- Matching activity types to learning needs
- Context factors (time, group size, environment)
- Identifying risks in activity selection

Module 4: Evaluating & Troubleshooting

- Measuring engagement and learning impact
- Debriefing techniques and reflection
- Common activity failures and causes
- Handling resistance and difficult participants

Module 5: Designing Training Activities

- Activity design framework (objective, process, output)
- Writing clear activity instructions
- Designing debrief questions
- Building a complete activity plan

Module 6: Enhancing Engagement

- Using humor effectively (CREATIF model)
- Balancing fun vs. learning outcomes
- Maintaining energy throughout sessions
- Facilitator presence and delivery style



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Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in the group exercises.

Course completion will grant participants:

0.6 CEUs

Course Language:

- Training Material: English
- Facilitation: Bilingual

Prerequisites:

None