

# BECOME A TRAINER DEDICATED



## Improving the quality of palliative care for people with dementia and their loved ones

- As a trainer, you are committed to improving palliative care for people with dementia.
- You work as a healthcare professional or in education (preferably with a teaching background).
- As a DEDICATED-trainer, you will receive compensation for the hours you work for DEDICATED.

A DEDICATED-ambassador can apply to become a DEDICATED trainer.

We will discuss your motivation and background to determine if you possess the competencies of a DEDICATED-trainer.

### TRAIN THE TRAINER:

|                                                                          | Hours |
|--------------------------------------------------------------------------|-------|
| 1. Follow e-learning train the trainer                                   | 2     |
| 2. Prepare for on-the-job training with an experienced DEDICATED-trainer | 1     |
| 3. On-the-job training:                                                  |       |
| • On-site attendance and preparation                                     | 1     |
| • Delivering training 1                                                  | 3     |
| • Clean-up and debriefing                                                | 1     |
| 4. Evaluation training 1 via Teams meeting                               | 0.5   |
| 5. On-the-job training:                                                  |       |
| • On-site attendance and preparation                                     | 1     |
| • Delivering training 2                                                  | 3     |
| • Clean-up and debriefing                                                | 1     |
| 6. Evaluation training 2 via Teams meeting                               | 0.5   |
| 7. Online evaluation moment                                              | 0.5   |



## The DEDICATED BOX



Are you enthusiastic and want to become a DEDICATED-trainer?

Send an email to  
[info@dedicatedwerkwijze.nl](mailto:info@dedicatedwerkwijze.nl)

## Competencies of the DEDICATED-TRAINER

### General:

- 1.1 Before the training, you investigate the practice and learning needs of the participants.

### Stimulating learning:

- 2.1 You clearly inform participants in advance about the format and content of the training.
- 2.2 During the explanation, you ask about prior knowledge, use clear examples, and ask participants questions to encourage active learning.
- 2.3 You make participants aware of their learning performance through clear and constructive feedback related to the training objectives.
- 2.4 You create a positive learning environment with a balance between safety and challenge, where mistakes are learned from, and successes are recognized and celebrated.
- 2.5 You recognize resistance and respond appropriately to it, reducing it and strengthening intrinsic motivation to learn.
- 2.6 You demonstrate enthusiasm and expertise in the training content.

### Guiding group processes:

- 3.1 You lead the group respectfully and clearly. You apply group norms that promote a positive learning environment and respectful behavior.
- 3.2 You have participants collaborate on assignments and guide this collaboration, so that participants learn with and from each other.
- 3.3 You demonstrate that you listen empathetically to the participants. This includes providing emotional reflections and summaries as well as asking questions.
- 3.4 You maintain an overview of the group and show attention to individual participants.

### Stimulating learning:

- 4.1 You explain the assignments clearly and in small steps.
- 4.2 You provide clear instructions for the assignments.
- 4.3 You make effective use of supporting materials and audiovisual aids and ensure they are ready before the training begins.
- 4.4 You monitor the time. You extend or shorten parts of the training to ensure the intended goals are achieved within the agreed-upon timeframe.

### Learning professional:

- 5.1 You are open to feedback and use learning experiences as a basis for new behavior.
- 5.2 You recognize your strengths and utilize them.
- 5.3 You identify your development areas and translate these into measured and achievable improvement actions.