

COURSE TITLE:

# Learning in a Box

Do you have a dynamic team of trainers and facilitators, a staff of learners hungry to develop their skills, but you've outgrown your bandwidth to develop the content? Fairplay's design team has your back. From discovery to delivery, our entire design process is centered around you and mapped to the real-world challenges of your learners and the nuances of your culture.



## DESCRIPTION

For organizations with their own training team who need to revise, refresh, or create brand new training materials that can be delivered internally at the time and place that works best for you, we've got the solution.

Fairplay delights in getting acquainted with unique challenges, cultures, and needs of your organization, and developing materials that give your trainers - and their participants - exactly what they need. From developing standalone workshops to comprehensive leadership programs, Fairplay is your partner in crafting and accelerating learning and development.

## FOR VIRTUAL OR LIVE LEARNING



We will work with your team to craft facilitator and participant materials that support your organization's needs and culture, and allow your training team to deliver the materials with ease.



Crafted over the course of several listening sessions to ensure alignment and satisfaction, our programs involve highly interactive, experiential, and ever-impactful learning activities designed specifically to stimulate and engage learners and leave them wanting more.



Fairplay will work with your team to pilot materials and modify as needed before completing Train the Trainer sessions to equip your team with everything they need to deliver success.

# THE PROCESS

## DISCOVERY

Our discovery process features listening sessions - consisting of rich, honest dialogue with future participants, their leaders, training staff, and other stakeholders. We use these insight sessions to inform both the style and the content of our program design.

## DESIGN PHASE 1

During Phase 1, the Fairplay Design Team conducts a writer's room sprint to identify impactful activities that get to the heart of the learning needs. This output feeds into the initial course outline that is shared with you for review. During this phase, Fairplay conducts a feedback and insight session with your L&D team and modifies content as needed to ensure alignment - and excitement - before moving forward.

## DESIGN PHASE 2

During Phase 2, the Fairplay Design Team further develops the content and hones the flow of the materials, incorporating all feedback and guidance from Phase 1. These drafts are again shared with your team before holding additional feedback and listening sessions to inform any further adjustments and revisions. This phase concludes with the development of draft guides in preparation for the pilot.

## TRAIN THE TRAINER

Fairplay will support your team in conducting additional Train the Trainer sessions to ensure that your entire training bench is prepared to be on the starting line ready to play. The final handoff of materials occurs after the conclusion of these sessions.

## LOCK & REFINE

After the pilot delivery we work quickly to finalize facilitator and participant guides, before conducting a final content review and walkthrough of the materials with your training team to secure approval.

## PILOT

Materials are delivered to the intended audience, with three possible options for delivery:

1. Fairplay team facilitates the first delivery with your team observing
2. Fairplay co-facilitates the first delivery with your training team
3. Your training team facilitates the first delivery with Fairplay observing and offering support

EXPAND IT

- Extend your facilitation team with Fairplay Facilitators