

Training of Trainers Evaluation Report

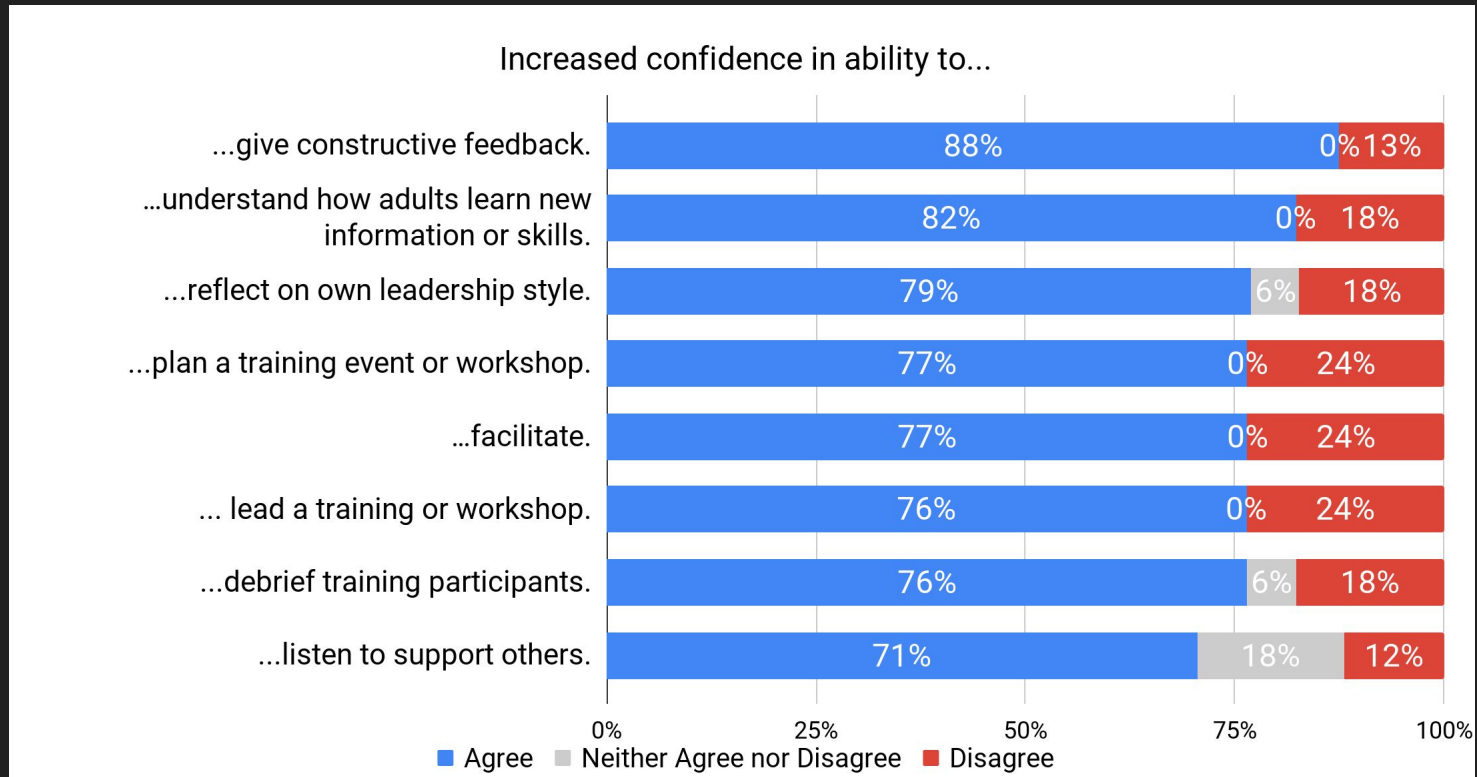
Berlin, 2019

L&E Team
Wikimedia Foundation

Background on Training of Trainers

- **20 movement organizers** leading their own events in the Wikimedia movement attended the training in Berlin
- Training to **develop Wikimedia movement organizers into skilled trainers** within their home communities by:
 - Increasing capacity for structured, reflective, and **effective training of learners**
 - Improving understanding of and confidence in their own **role and style as a trainer**
 - Creating a **global network of trainers** who share knowledge and best practices

Over 71% of participants increased their confidence in their mastery of all of the training's core skills.



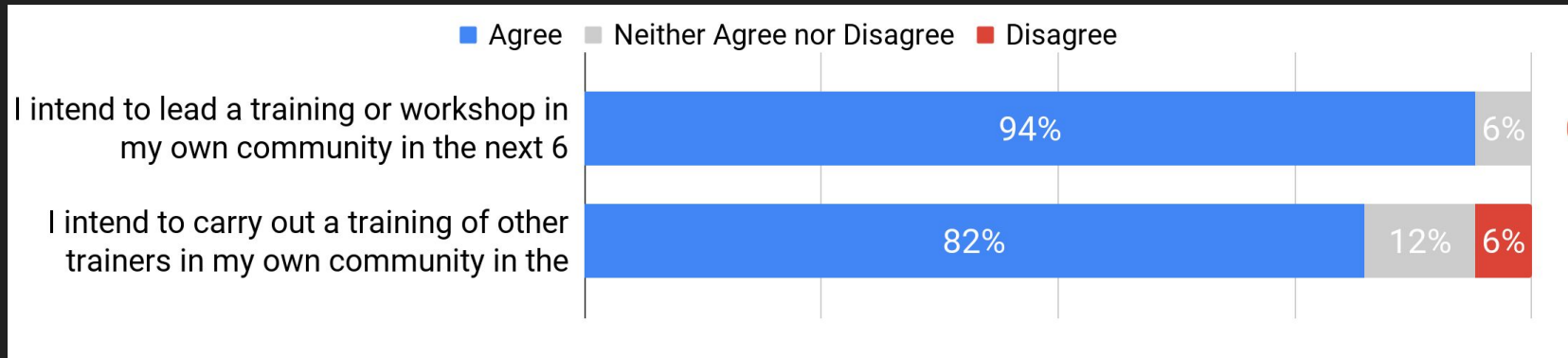
Increased Training Capacity

- Participants reported that learning **practical skills** of planning and executing a training were especially helpful.
- Several also reported the **style of the training** was effective in promoting deep thought, collaboration, and confidence.
- Those less satisfied with the training reported that some or all of the content reflected **skills they already possessed**. Others found **active listening** exercises to be less useful.

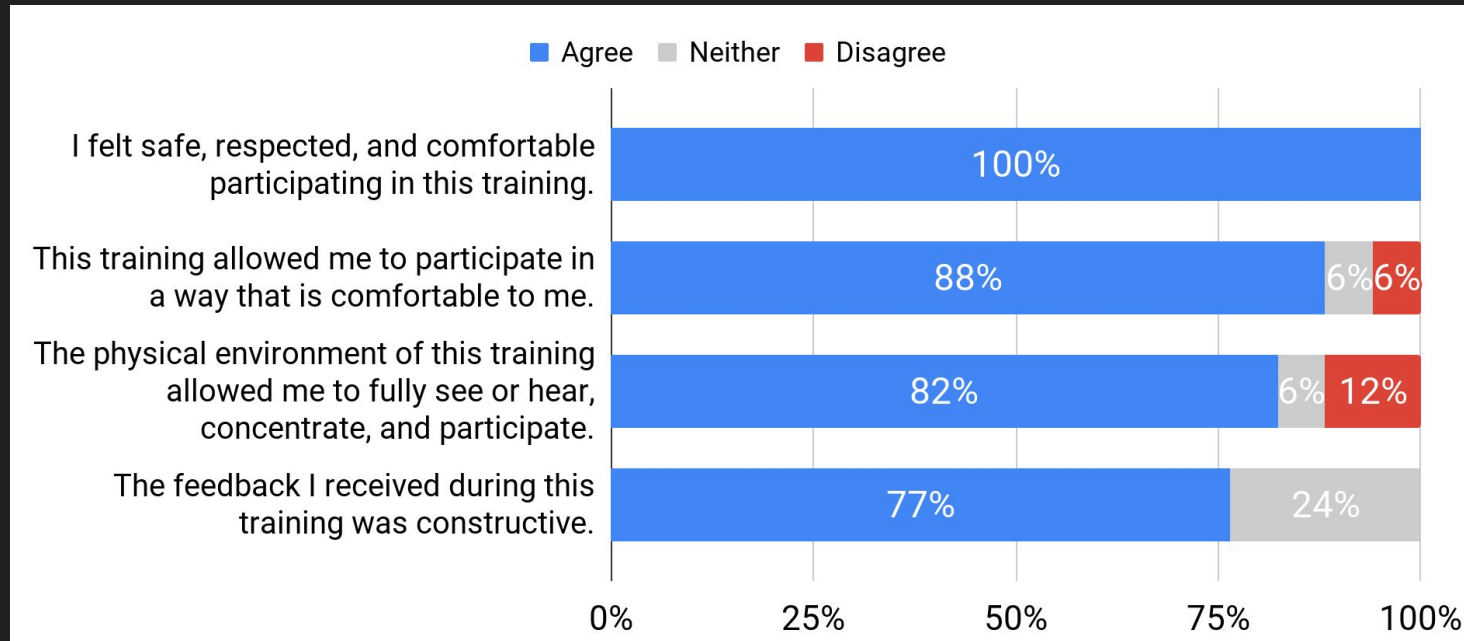
“...sharing challenges we face as a trainer helped me learn that everyone steps out of their comfort zone in one way or another when running [a] training and boosted my confidence.”

Intent to Apply Skills

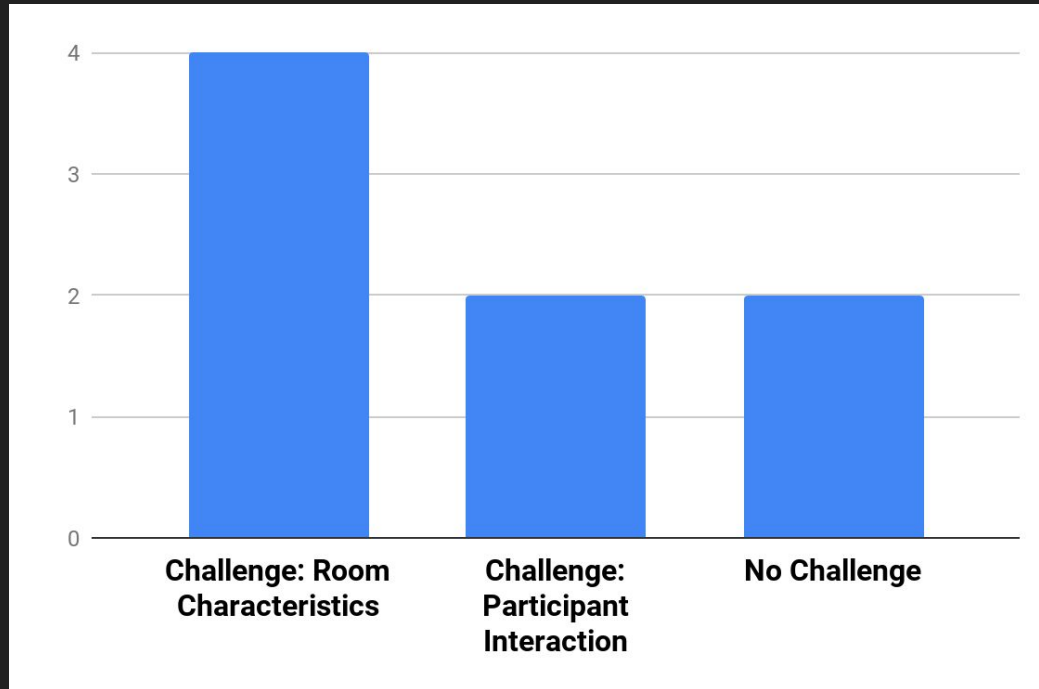
- Almost all [94%] participants intended to lead a training in the near future, and the majority [82%] **intended to lead a similar training**-of-trainers.
- Respondents hoped to **facilitate future trainings** with various groups, use this training as a template for similar workshops, and **share their learning** informally with others.



All participants reported feeling safe, respected, and comfortable participating.



Two Primary Challenges Experienced in the Training Environment



Room Characteristics:

- Too large for group size
- Poor sound quality
- Lack of natural light
- Limited internet connectivity

Participant Interaction:

- Feeling uncomfortable sharing with others without similar experiences

Key Points to Consider Moving Forward

- More than 70 percent of participants reported **improved skills and intent** to plan and carry out a similar training.
- For participants who did not feel that relevant skills were improved, they would like ToT **content to be communicated early** and clearly when deciding to participate.
- Participants suggested future trainings include knowledge and skills in **partnership and collaboration**, information on **program design**, instruction on identifying and **engaging target audiences**, **advanced skills** for experienced trainers, and opportunities for **peer learning and exchange**.