

INTERNATIONAL JOURNALISM AND MEDIA MANAGEMENT TRAINING PROGRAM

TOT Evaluation by Participant

Session: Egyptian Print Journalism Session #1

Date: Dec 8 – Dec 12, 2003

Location: Bowling Green, KY

Training of Trainers Evaluation

Trainer: Jackie Bretz

Three things I'll tell you because you asked:

1. The best thing I learned was

- *That you need to promote yourself as a trainer.
- *Coaching colleagues and editors in the newsroom.
- *Coaching leadership.
- *How to make coaching very effective
- *Coaching writers and plan a training session
- *To put a plan for a good presentation
- *How to organize my ideas while facing the audience
- *How to deal with difficult people
- *How to be fun with trainers
- *Not to assume
- *A new issue because I didn't thought about techniques of teaching in journalism.
- *How to communicate, control and train
- *Teamwork is better than individual work
- *To be more flexible in training and dealing with people
- *How to train others

2. This is what I'll tell others about this workshop:

- *That it is a totally new line of programs and we need more like them in my country.
- *This workshop could make a better future.
- *How to be a better editor and deal with difficult people.
- *I wish you can learn something from what I have learned.
- *It was very useful.
- *That we learned how to be good trainers
- *It is very useful!
- *I learned how to be a better editor through coaching people
- *It can be better if we have time
- *Open your minds to benefit
- *You will feel lost at the beginning until you realize that.
- *It's useful
- *Useful to an extent in an ideal world.
- *For the first time I got a training of how to train
- *It was good

3. You can quote me on this:

- *Training means an initiative of change, but we need to learn how to create this change.
- *You really made a difference in my world
- *Remember that you trainees are not students but pates who want to share your experience.
- *It is very hard to be a trainer, but it is worth trying.
- * We felt that this workshop is not as we expected at the beginning but at the end we figured out that we learned something.
- *Define your target audience
- *If ever editor was a coach, journalism that would have been a heaven
- *It's a joke

- *Give it a try to open you mind to this training
- *Do not train for free
- *Training is a talent
- *Training is a gift; we can improve it by studying special skills and techniques.

4. What improvements would you make if you were running this workshop?

- *Learning more about my trainees from he beginning, design the program according to their needs and working environment.
- *A pre-session questionnaire through which I can perceive the needs of journalists and what do they need from this kind of training.
- *I ill give it more time because it deserves more readings and discussions about simulations.
- *I would shorten the lectures and make the practical part longer than this.
- *Can't think of something now.
- *I really don't know. I might figure it later.
- *Improve individual's skills; improve a private schedule and agenda for every trainee.
- *I would have used more activates like the corners debate
- *More practice, less lecture
- *I would increase the activities and sharing the different experiences more that the lecturing.
- *More controlling of the class. Diversity of the content techniques, to fit profession.
- *Reduce the time of power presentation and concentrate more on the practical activates.
- *I would know more about the background of my trainees and the circumstances.
- *I'll be more concentrated on what the goal of everything I say. Not saying many details without separate between what I want from the trainees and between the information I give to them.

One Word Critique

The coaching sessions were

- *Interesting
- *Long
- *Excellent
- *Beneficial
- *Fine
- *Good
- *Encouraging
- *Useful
- *Fair
- *Good
- *Very long in length
- *Controversial
- *Ok
- *Challenge
- *Good

The handbook work was

- *New activity
- *Unorganized
- *Very good but needed more time
- *Good
- *Good
- *Good
- *A miracle!
- *Interesting
- *Great
- *Great
- *Hard work
- *More interesting than the lectures

- *Great
- *Good

The discussions were

- *Profitable
- *Insufficient
- *Very useful
- *Informative
- *Very good
- *Interesting
- *Useful
- *Interesting
- *Useful
- *Useful
- *Interesting; we wanted more
- *Messy
- *Very useful
- *Useful
- *Good

The print materials were

- *Useless
- *Brief
- *Good
- *Supportive
- *Very useful
- *Too much “the book was the best”
- *Useful
- *Useful
- *Good
- *Useful
- *Not enough
- *Too much
- *Many
- *Good

The PowerPoint presentations were

- *Helpful
- *Not that good because we had already printouts.
- *Helpful
- *Very good
- *Good
- *Inspiring
- *Boring
- *Fair
- *Dull
- *Long
- *Dull
- *Suitable
- *Fair

I just want you to know I appreciate it when you

- *Realized our needs and worked on the practical side
- *Readjust
- *Give us the chance to make presentations.

- *Act
- *Said you don't want to waste our time
- *Were patient with us
- *Encourage us to play the role of trainers
- *Changed your schedule according to our feedback
- *Make the last to days active
- *Lecture us
- *Repeat
- *Discuss
- *Read more about us to prepare before meeting us. Read more about our culture.
- *Joking
- *Stop, to ask if anybody didn't get the idea

But next time I think you should

- *Get a good background about the trainees and the nature of our work environment
- *Anticipate
- *Make presentations the focus point of this program
- *Be more focusing
- *Use less pint materials
- *Meet the group from the beginning and know what are their needs.
- *Come to Egypt!
- *Be more strict about people doing their assignments
- *Divide the time of session because it was too long. People cannot sit all this time without a beak!
- *Increase practices and discussions
- *Brief lecturing and increase.
- *Come up with more activities
- *Be restrict
- *Speak less in detail. Concentrate on purpose.

A final word

- *Thank you
- *Thank you Jackie
- *Thank you and good luck with other colleagues.
- *A new experience I had gained. Thank you very much.
- *Thank you, it was very useful
- *Thank you for everything that we learned
- *Thanks
- *Thanks a lot
- *Thank you Jackie, it was nice to meet you
- *Thank you
- *Thank you Jackie
- *Thank you Jackie
- *Thank you
- *Thanks
- *Thank you

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