

What makes a Good FDS Trainer?

If you are looking for someone to teach Foreman Development Series in your area what helpful attributes should you look for in a candidate? The following are a few suggestions:

- 1) Your instructor should be a good, knowledgeable and experienced electrician.
- 2) Some sort of background in public speaking or experience in teaching, such as the JATC is really helpful.
 - a. Badly taught classes will kill the students interest and the FDS program.
 - b. We do the Train the Trainer classes is to teach the instructors how to teach this material and also to work on their teaching skills.
- 3) Your Instructor should be someone the students can relate to.
- 4) Ideally an FDS Instructor should have experience working as a Foreman, either running a crew of electricians or preferably running work for various Contractors.
 - a. Someone teaching from experience is much more effective than a person with no background as an effective Foreman.
 - b. Someone with stories to share with the class make it a much better learning experience.
- 5) Someone who is willing to make a commitment to organize and teach these classes at night throughout the week or Saturdays for at least a few years is recommended.

We have had a few hundred students complete our FDS Train the Trainer program. We have had some who were “naturals” at teaching, a few who were kinda scary and most who became very good at teaching the FDS materials with a little effort and practice.

None of these suggestions are requirements. People with all sorts of backgrounds can teach this material. Finding the perfect someone with the right mix of skills will be critical to your FDS program.

What makes a Bad FDS Trainer?

- 1) A Trainer that doesn't know the material that he is supposed to be training.
- 2) A Trainer that doesn't recognize when he is losing the students attention.
- 3) A Trainer that lacks the ability to listen to the students being trained
- 4) A Trainer that thinks he is smarter than his students
- 5) A Trainer that lacks respect for the students, especially for those who have more experience than the Trainer
- 6) A Trainer that feels he should demand respect from the students while training... and not feeling he should earn it.
- 7) A Trainer that has an irregular or sporadic presentation
- 8) A Trainer that lacks patience
- 9) A Trainer that lacks honesty.
- 10) A Trainer that lacks empathy.