



Project on “Provision of Legal Training Components for Legal Institutions of Iraq”

Training Session on

**“Methodology of Continuous Training and the New Training
Tools”**

**September 28, 29, 30 2010
Beirut, Lebanon**

In collaboration with the French National School for the Judiciary (ENM)

Explanatory Paper



Introduction

This explanatory paper on “Methodology of continuous training and the new training tools” is part of a three day training session for Iraqi judges organized in the context of the Project on “Provision of Legal Training Components for Legal Institutions of Iraq” implemented by the Arab Center for the Development of Rule of Law and Integrity with the support of the United Nations Development Programme in Iraq.

ACRLI cooperated with the French National School for the Judiciary to implement this training session due to the latter’s training of trainer’s experience in several countries (Jordan, Brazil, United Arabs Emirates, Libya...).

Training of trainers is now mandatory for all persons in charge of training at The French National School for the Judiciary.

This principle is very important to guarantee an efficient training for young magistrates but also for judges and prosecutors while their in-service training.

The training for adults, especially in a professional school has a principal objective, which is to grow up abilities and to pass know-how on to trainees.

While in-service training, the trainer hasn’t often much time to make trainees capable to practice efficiently in a new area of knowledge. That’s why they have to learn efficient methods to determine needs of their trainees, to decide of pre required knowledge, to determine pedagogical objectives, to make pedagogical frameworks and tools and to determine material needs.

Coordination and communication took place with the Project Management Team to organize this training session according to the real requirements of participants, who make up about 12 Iraqi judges who will be in charge of organizing continuous training sessions in their country. These judges aren’t especially aware on teachings methods but have to be efficient quickly.

For this reason, this training session will be organized according to a model that has already been tested in another country for trainees with similar needs:

- Presentation of the pedagogical methods for adults to explain their interest, especially increasing the memorisation of trainees.
- Presentation of the pedagogical practices of ENM and high-tech tools: practical cases, mock trials, interactive power point and quizzes...
- Practical exercises that allows trainees to organize themselves in training sessions and use pedagogical tools including high-tech.

Nevertheless, it is important and essential to adapt this model according to the special needs of the Iraqi trainees, which will be expressed at the beginning of the session.

Aware that a three-day workshop is short for an efficient training of trainers, a CD-Rom shall be distributed to participants; the CD- Rom shall include examples of tools which can be used and adapted after the session.

Goals of the workshop

The general aim of the workshop is to provide participants with knowledge and know-how in the area of training of trainers. After the training session, participants must be capable to identify the different pedagogical methods and to evaluate which of these methods are more efficient for the sessions they shall later organize.

Participants have to be aware that the choice of methods is very important for teaching efficiently and the level of memorisation depends on this choice.

They must also be trained to practice active pedagogical methods and to make use of modern tools including use of high-tech.

Methodology

As indicated in the Research Paper on “Methodology of continuous training and the new training tools” and in the introduction of this paper, the training sessions will adopt a participatory approach.

Participants will be informed about the different pedagogical methods and about most important principles of the pedagogy for adults.

They'll quickly be in situation to determine pedagogical objectives, to choose a method, and to choose/make a tool.

Interactive and active methods will be used throughout the training in order to make the trainees understand that they are more efficient by their own experimentation.

The training package will contain the following elements:

1. Agenda
2. Power points in Arabic language
3. Bibliography and internet sources with links
4. A CD-ROM including the session frameworks and examples of tools for trainers.

Outline of sessions

1. The training session will begin with an introduction/presentation of the participants and the trainer and a presentation by the trainer on the principal objectives of the training session.

These presentations will provide the trainer with additional information about the participants' level of knowledge, and will also establish trust between the participants themselves and between them and the trainer.

The participants will also be asked about their own objectives in order, if necessary, to fit the program of the sessions with their real needs.

2. The substance of the training session will begin by examination of the following, as indicated in the agenda:

- Distinguish knowledge and skills
 - Distinguish knowledge, know-how and know-how to behave
 - Distinguish different pedagogical methods and know how and in which situation to use them.
 - Understand mechanisms of memorisation and choose modern tools in order to increase this memorisation.
3. Trainees will work in small groups:
- To learn how to write pedagogical objectives and scenarios of training
 - To learn how to create efficient pedagogical tools by themselves
4. At the end of the session, the groups of trainees who worked together will present their own-made tools to the other groups and share their first experiences of pedagogical methods and new tools.
If necessary, a short presentation which summarises the main points of the workshop and which help participants to provide feedback shall be given.