



## **MORHEL Train-the-Trainers Programme**

## **Context and Purpose:**

Within the framework of the MORHEL project and to support the delivery of the National Leadership Development Program (NLDP), each partner University in Morocco has designated two Trainers to develop the modules of the programme, following specific guidelines, and to work collaboratively to ensure a smooth implementation of the training sessions, face-to-face and online. The Train-the-Trainers programme aims to foster positive synergies among the Trainers, share the programme expectations, and build a common understanding of the design, delivery, and assessment procedures. Trainers will also discuss best practices, from an andragogical perspective, to ensure engagement and success.

## **Intended Learning Objectives:**

At the end of this workshop, the Trainers should be able to:

- Build a collective understanding of the NLDP strategic goals and objectives.
- Comprehend the NLDP expectations, rules, and procedures.
- Finalize the content and material of the NLDP modules following the provided guidelines.
- Develop a common platform for module delivery and assessment.
- Share best practices to engage HE managers and leaders and ensure their active participation in the training modules.

## **MORHEL Train-the-Trainers Programme – Schedule & Activities**

	Day 1 (May 8, 2024) ACC, Ifrane	Day 2 (May 9, 2024) ACC, Ifrane	Day 3 (May 10, 2024) ACC & Main Campus, Ifrane	Day 4 (TBD) Online	Day 5 (TBD) Online
09:00 – 10:45	Welcoming Remarks (15 mins)  Representative of Host  Ministry Representative  MORHEL Project Lead  The Imperative of Leadership Development for Moroccan Higher Education (20 mins)  PACTE-ESRI 2030  Capacity building for change  Support for leadership development  Introduction to the NLDP (45 mins)  Context and rationale  Strategic goals  Objectives  Structure  Modules  Planning  Introduction to the Train-the-Trainers Program (25 mins)  Objectives  Content  Schedule	Reflective practice for Leaders  Reflective practice for leadership development (25 mins)  The nature of reflective practice Reflective practice in leadership Tools to support reflection  Exercise 1 (25 mins) Using a reflective practice tool  Introduction to the Immunity to Change Methodology (25 mins) Background to the Immunity to Change Methodology (ICM) Assumptions revealing and addressing barriers to change Applications of ICM  Exercise 2 (30 mins) Using the ICM	Running the Higher Education Change Project  Project outline (15 mins)  - Objectives  - Expectations  - Planning  Setting up projects (10 mins)  - What makes a good project  - Finding project clients  - Creating project teams  Exercise 1 (20 mins)  Identifying clients and projects  Supporting project teams (20 mins)  - Suggesting project teams  Assessing project teams  Assessing projects & teams (20 mins)  - Outputs, outcomes, and impact  - The assessment criteria  - The assessment processes  Exercise 2 (20 mins)  Case study analysis — Outputs, Outcomes, and Impact.	Session set up (15 mins)  - Briefing by session lead  - Trainers and Reviewers:   allocated groups  - Moving to Breakout rooms  Micro teach sessions (75 mins) Each participant leads micro teach session online.  - 10 minutes micro teach session for main topics  - 5 minutes feedback from reviewers and participants  - 5 minutes changeover  Session plenary review (15 mins)  - Reviewer feedback  - Participant feedback on lessons learned	Question and Answer Session – Block 2 Leading Operations and Systems  Introduction to module ILOs.  Questions for module development teams for trainers on content.  - Quality Assurance - Finance and Budgeting - Operations Management - Information Systems Management
10:45 – 11:10	Break	Break	Break	Break	Break

Exercise 1 (15 mins) Typical strengths and wesknesses of your leaders Roles - Experience - Experience - Experience - Typical weaknesses - Typical strengths - The Mature of Leaders in our Programme (15 minutes) - Experience - Experience - Typical weaknesses - Typical strengths - The Mature of Leaders in our Programme (15 minutes) - Experiences - Typical strengths - Typical weaknesses - Typical strengths - Typical weaknesses - Typical strengths - The Metalog (25 mins) - Experience - Typical weaknesses - Typical veaknesses - Techniques for creating - Authentic experiences - Keeping confidences - Keeping confidences - Keeping to Higher - Education - Creating action from leaders - Recording action activities for HE leaders - Creating action from leaders - Exercise 2 (15 mins) - Creating action from leaders - Exercise 2 (15 mins) - Creating action from leaders - Exercise 2 (15 mins) - Creating action from leaders - Exercise 2 (15 mins) - Creating action activities for HE leaders - Creating action activities for HE leaders - Tendour aging the process of the development with the leaders of the process of th						
Exercise 1 (15 mins) Typical strengths and weaknesses of your leaders The Nature of Leaders in our Programme (15 minutes) - Roles - Expertise - Expert	11:10 – 12:30	Creating Authentic learning	Using the Higher Education	Running Active Online	Question and Answer Session –	Question and Answer Session –
Exercise 1 (15 mins) Typical strengths and weaknesses of your leaders The Nature of Leaders in our Programme (15 minutes) - Roles - Experiences - Typical strengths - Mentoring for action with the - GROW methodology - Lagrang Mathematic strengths - Strengths and areas for development - Techniques for creating - Authentic experiences (20 mins) - Authentic experiences (20 mins) - Authentic experiences (20 mins) - Authentic experiences - Keeping it to Higher - Education - Creating action from leaders  - Strengths and tareas for trainers - MoRRI-Laproach to online learning - Using MS Teams for online sessions - Recording of the online - Strengths and areas for development with the HELOS - Mat is online learning - What are the drawbacks? - What are the drawbacks? - What is online learning - What are the drawbacks? - What is online learning - What		experiences with Leaders				<u> </u>
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- Teamwork (Module teams) - Teamwork (Module teams) workshops - Key learning - Key learning				<i>'</i>		
- Teamwork (Module teams) - Teamwork (Module teams) workshops - Key learning - Key learning	14:15 – 16:00	Working & Review Session	Working & Review Session	Wrap up of face-to-face	Self-Guided Activity	Self-Guided Activity
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