

FISH TRAIN THE TRAINER

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COURSE LENGTH: 2.0 DAYS

Learn how to convey refined and effective FISH! cultural change training programs that inspire transformation within your organization. Develop skills and resources to successfully and permanently embed those changes across all levels of the organization through this course.

FISH! promotes four primary philosophies:

- Being there when needed,
- a “play” mindset at work,
- making your people’s day by making them feel good through simple actions,
- choosing your attitude.

If it is your job to implement a behavioral culture change that progresses your organization toward greater lasting success, then this FISH! Train the Trainer course is for you.

This FISH Train the Trainer training course can be delivered at your premises by one of our expert local or international trainers or live online using our HIVE technology.

Contact us today for a quote.

FISH TRAIN THE TRAINER COURSE OUTLINE

FOREWORD

FISH! Train the Trainer is a two-day workshop that shows you how to apply The FISH! Philosophy to build a highly effective organizational culture. By allowing your trainers to attend the course, you will have an effective means to begin the process of developing a high-performance culture in your teams and workplace.

OUTCOMES

By the end of this course, participants will:

- Give your trainers the tools and techniques for creating culture change company-wide.
 - Gain a working understanding of the importance of culture and see the impact and business results that a high-performing organizational culture can achieve.
 - Understand how the FISH! Philosophy can be incorporated into your culture as a means for creating enhanced employee engagement, better team cohesion, greater employee satisfaction, and overall better business results.
 - Learn a strategic approach to incorporate the FISH! Philosophy and training program with your current mission, vision, values and culture.
 - Learn to develop a culture change plan for incorporating the FISH! Philosophy into your organization.
 - Reflect and learn about the role of a leader in sustaining healthy cultures.
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MODULES

Lesson 1: Make Your Culture a FISH! Culture

- **Find it - groundwork**
How to determine direction both as an organisation and as an individual within the organisation
- **Live it - belief, learning and tools**
Learn the skills, experiment with the concepts and practice the actions that bring the Culture Vision to life
- **Coach it - momentum**
Sustain the training and conversations, and grow as individuals and organisations
- **Building sustainable training**
Useful resources to great sustainable training

Lesson 2: The Experience-Centered Model

- **Traditional vs. Experiential**
- **Ingredients for the Experience-Centered model**
- **Creating the right learning context**

Lesson 3: Event Preparation

Lesson 4: Event Outline

- **Keep it simple**
What is the goal and what are the impacts?
- **Prepare yourself**
Learning to feel comfortable with all the training material
- **Living in alignment**
Making sure your actions are in alignment with your goals as a facilitator
- **Meet with managers**
Setting goals and expectations with everyone involved in the training
- **Invitation**
Giving participants a choice
- **Mental preparation**
Getting ready for the event and being ready for any surprises
- **Physical preparation**
Getting the training room / facility ready to create an exciting atmosphere
- **Timing**
Setting timelines and expectations for management and participants
- **Your introduction and building community**
Build rapport and trust with participants that sets the tone of the event with introductions and fun activities
- **FISH! film, setup and review**
Create context and understand the essence of the FISH! practices, build community and create energy
Show the film
Review the four practices
- **Be There**
Helping participants to understand and experience what Be There means
- **Play**
Learn to help participants understand the essence of Play and how to live it every day
- **Make their day**
Helping participants understand how to value people, selflessness and being aware
- **Choose your attitude**
Helping participants become aware, make conscious choices and live in alignment with intentions
- **Action planning**
Strategies for helping participants create an action plan that includes practice, follow up and accountability
- **Making the commitment**
Locking in the four practices and creating a commitment experience for the team

WEB LINKS

- [View this course online](#)
- [In-house Training Instant Quote](#)