

## PAHF Model Delivery Summary & Guidelines for Facilitators & Educators.

FIH Guidelines for Education of Officials is effective since 1 January 2019. It is mandatory and a joint responsibility between FIH Officials Committee, Continental Federations and FIH Academy.

The FIH aims to develop competency-based courses / education activities and establish a quality assured training processes for educators who will conduct them.

PAHF actually has 10 FIH Academy Trainers & Educators as course facilitators, and several other coaches, umpires and officials identified as potential course facilitators.

It is a common goal for all level courses that participants should be able to experience and be aware of the delivery style followed by FIH Academy Educators.

### Summary & Guideline for Facilitators

#### **Modalities:**

Consider delivering modality (face-to-face / on-line) and format (course, webinar, seminar, other presentations)

- Strengthen educational elements present in face-to-face environment or distance learning techniques & tools according to the modality.

#### **Methodology:**

In line with FIH Academy learning process, presentations should be:

- Interactive / participative / practical / based on experience / learner centered.

#### **Facilitators' skills:**

- Effective planning / facilitate learning / use questions / listen / explain & inform / review / provide feedback / problem solve / assess.

#### **Adult learning principles: PRICELESS**

"Learners learn better when:"

- P = Practice: they have time to practice their activity
- R = Relevance: activities are made relevant to their situation
- I = Involve: they are involved in their own learning & can learn from each other, as well as the

Educator/Trainer or facilitator.

- C = Climate: they are in a supporting and not threatening climate where mistakes are seen as an essential part of learning
- E = Experience: they are enabled to build on their existing skills, knowledge & experience.
- L = Learner centered: they work at their own pace and in their own way.
- E = Enjoyment: they are having some fun
- S = Self-reflection: they are helped to examine and reflect on their current behavior.
- S = Success: they gain some success & their self-esteem is raised

**Guidelines for Courses:**

- Consider Level of the Course
- Assess the Target Audience
- Do not assume knowledge, or lack thereof, of participants. Test the audience & adapt your presentations &/or style to maximize involvement and understanding
- Vary presentations to cater for diversity in the group of attendees
- Be practical in your delivery and avoid reading your presentation
- Draw out participants using the “push & pull technique” and have them think about & rationalize the topic or situation.
- Avoid giving the participants the answer so that they are urged to apply principles and not use a decision from a similar but different situation.

**Review May 7<sup>th</sup> 2021- MLP**