Multiply Your Reach Using Cadres: A Framework for Success

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Our Time Together . . .

1. Describe a framework for cadre development.

2. Identify strategies for the recruitment and management of a training cadre.

3. Articulate two best practices in trainer development.
Group Agreements

• Be present – participate
• Ask questions and share ideas
• Take care of personal needs
• Delay distractions
• Enjoy learning together for the next hour
Four Corners

Choose a statement in one of the four corners that resonates with you:

• I have a cadre and things are going pretty good!
• I’d like some new ideas for my cadre!
• I have a cadre but we need to refresh our efforts!
• I want to know where to start!
Cadre Development Framework

- Recruitment
- Development
- Feedback
Recruitment

- Small
- Selective
Development

• Non-Negotiables
• Trainer Standards
• Standardized Training Designs
Critical Components
(aka Non-Negotiables)

Training components, based on research and best practice, that must be completed when conducting a skill-based training if implementation is the goal.
Critical Components

• Exploration of theory/rationale
• Demonstration or modeling of the new strategy
• Practice of the skill under simulated conditions
• Peer coaching/mentoring

Joyce and Showers, 2002
Feedback

• Self-Assess
• Professional Growth Plan
• Giving Feedback
• Feedback Loop
Wellness Training Specialists

- Structure of the PE/PA Cadre
- Recruitment Methods/Maintaining Cadre
- Quality Control/Consistency of Trainings
- Compensation and Benefits
- Evaluation and Feedback
- Results
- Lessons Learned
RMC Health

• Structure of the Health Education and Nutrition Cadres
• Recruitment Methods/Maintaining Cadre
• Quality Control/Consistency of Trainings
• Compensation and Benefits
• Evaluation and Feedback
• Results
• Lessons Learned
Training of Trainers

- Audience
- Planning and Development
- Format
- Recent Topics
Resources

CDC Healthy Schools
Professional Development and Training

How to Build a Training Cadre:
A Step-by-Step Process

https://www.cdc.gov/healthyschools/tths/trainingcadre/index.htm
Processing

• Find a partner
• Answer the question on the screen.
• When the chime rings, find a new partner.
What is one a-ha you had during this session?
What are you excited to do with your cadre?
What is one thing you need to do in the next month?
Thank you!

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