

Title	TT_TrainersReport360 – Arnaud Basson	SELLBYTEL / GROUP
Course:	Barcelona, 14 th -21 st October 2015	TRAINER: Cristina Mbarichi



ARNAUD BASSON
Sport & Motivation
“Ain’t no Mountain high enough”

POSITIVE

- ✓ A proactive healthy start with good personal projection and transmission of positive energy.
- ✓ Very empathic choice of theme: You talk about sport as a source a personal motivation that reflects on professional performance, a very interesting subject the audience identifies with, thus enabling high engagement with the training.
- ✓ Nice, well developed opening with good implementation of the so-called training ABCD:
 - **Attention:** the audience’s attention was captured through an image and your personal introduction, an icebreaker which invited participants to talk about themselves and their sport practice. This was a nice and warm up to start connecting with and therefore engaging the audience. In addition to that, you showed good management of mystery factor. You invited a participant to examine a set of items (realia) in order to discover the specific sport you were going to talk about. Great!
 - **Benefits:** clearly explained when you said your goal was to share with your audience the connection between sport and motivation, the latter being critical for effective and successful professional performance.
 - **Credentials:** you speak from your personal experience, which is one of the most effective sources of persuasion. When you share something you have experienced, that reflects on your delivery, your speech is much richer in expression and it all contributes to better reaching the audience.
 - **Direction:** you provided an overview of the different points you were going to follow in your presentation in one of your Prezi slides.
- ✓ Effective communication, with well-balanced combination of verbal and body language which allows you to transmit messages more effectively. It’s great to see how you use your hands to support and reflect and emphasize your ideas.
- ✓ Good language and articulation with clear and confident tone of voice. Your speech was full of positive and encouraging messages that contribute to fluent communication and good acceptance among the audience, eg. ‘We’re gonna reach the summit together’, ‘How to be a top performer’, Ain’t no mountain high enough!. Very good! ☺
- ✓ Remarkable ability to illustrate concepts with practical examples and personal anecdotes, which facilitates understanding within a diverse audience.

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- ✓ **Excellent consideration of different channels of perception (VAK) among the audience.** You present the contents through different resources to adapt them to the different ways of understanding, *i.e.*:
 - **Prezi** presentation, perfect stimuli for **visual** learners
 - **Rich oral explanations** for **auditory** perceivers
 - Making **participants stand up** during the open class activity was great for **kinesthetic** learners, as it helps them to connect their contribution with a sensorial physical experience.
 - You even stimulated the sense of **taste** by offering those **Mikados**. Simply amazing! ^{oo}
 - ✓ **Use of realia to illustrate the subject.** In education, **REALIA** are objects from real life used in classroom instruction to improve students' understanding of real life situations. Realia are also used to connect learners with the key focal point of a lesson by allowing tactile and multidimensional connection between learned material and the object of the lesson. Bringing your triathlon equipment was a great multisensory experience, as it takes the audience imagination to the real practice of this sport discipline.
 - ✓ **Very good and natural interaction with the audience** throughout the presentation. Participants were engaged in the subject and they were happy to share their personal experiences, which you manage to connect with the points of your presentation very effectively. In addition, you received participants' inputs very openly and responded with thankful and encouraging words, contributing to fluent communication and enriching interaction.
 - ✓ **Variety in the use of teaching methods:**
 - **Lecturing** to ensure efficient transfer of the different points in your presentation.
 - **Questions/answers** to promote interaction and active learning, as well as to test understanding
 - **Open class discussion** for participants to activate their knowledge and experience regarding the subject
 - ✓ **Very professional Prezi presentation** including the main points of the subject. You showed very good interaction with this expressive visual tool while transmitting the information.
 - ✓ **Illustrative and concise handout** including clear and useful information on the main points covered during the presentation.
 - ✓ **Remarkable preparation** reflected on the **clear structure and flow of the presentation** - *Previous Proper Preparation Prevents Poor Performance*
 - ✓ **Nice closure** of session: you offered a summary underlining the general message of sport as a source of motivation and left the last minutes for participants' queries, which you managed as well as the rest of the presentation, transmitting admirable positive energy! Perfect wrap up!
 - ✓ **Great control of presentation in general, with good transition through the different points.** Very natural, elegant and harmonious delivery and personal projection.
- ✚ **ADVICE: PLEASE KEEP UP** the very professional style and skills you've shown in this presentation ☺ It was really **INTERESTING, INSIGHTFUL** and **INSPIRING**.

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IMPROVABLE

As detailed above, the presentation was very good and engaging. However, as the goal of this feedback is to consider any possible room for improvement, let me suggest the following:

- ❖ **Phrasing Key points:** It's important to express the key messages of a presentation in a very clear way to facilitate retention to the audience. In your presentation, there were two main sections that you developed, i.e. "How to become a Top Performer" and "Benefits for your Career". Both you and the audience provided a wide range of interesting insights into those sections, so it is advisable to summarise and underline the key messages you want everyone to retain. This way, you facilitate understanding and prepare participants for the subsequent testing. For example, if you wanted participants to retain the 3 words for each section you included in the summary slide, you could have emphasized them not only visually (in bold or highlighting them in bigger letters) but also orally (repeating them several times and perhaps with a 1-2-3 body gesture).

- ❖ **Use of negative language:** Your speech is very well structured, positive and clear. However, there were some negative phrases you should avoid. Remember positive language makes the difference in understanding and accepting the messages we transmit and that words project a vision of reality, so it's essential to consider how we use them. For example, you used some negative expressions that can be rephrased positively:
 - *Don't forget that Sellbytel sponsors... - Remember that Sellbytel sponsors...*

CONCLUSION

You're amazing and gave us a great session that left the whole audience speechless. Not only was the presentation good and effective for the way you delivered it, but also for your capability to integrate so many things in such a short time. You even managed to project a positive image of Sellbytel by underlining the support the company can offer to different initiatives outside work. All I can say is CONGRATULATIONS and please KEEP UP THE GREAT WORK! ☺

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GENERAL TIPS FOR EFFECTIVE TRAINING

- ✚ Belief vs. make believe; the story is in what you say and what you hear. Learn how to speak with 'confidence & authority'. This does not mean you need to talk 'at' your audience, nor does it mean that you need to be a "know-it-all." you don't need to have all the answers either (please read this as positive). You 'do' have to ask the right questions. Make eye contact with each person in the room and speak to them as you would a person over a cup of coffee. This will lead you to just try and connect rather than impress. Remember, it's not about how intelligent the audience sees you, but rather how intelligent you make your audience feel. Make sure they understand the context of what you are saying and why. Demonstrate understanding of their personality by giving examples and asking questions. Don't try to have all the answers, but make sure you ask the right questions. You will be more credible for your audience.
- ✚ 40% of presentation's effectiveness is dependent upon the rate, tone and pitch of the voice. Respectively, 55% is based on body language, leaving only 5% for content of the presentations. That said, where do you spend most of your time preparing? On content? That's where most people spend their most of their time preparing. Give the necessary time to prepare your voice and body language. Your presentation has value-added content in it, but for the audience member, a great presentation is more about the presenter and less about the material.
- ✚ Activities by yield (produce profit); speak to your audience, listen to their questions, respond to their reactions, adjust and adapt. If what you have prepared is obviously not getting across to your audience, change your strategy mid-stream if you are well prepared to do so. Remember that communication is the key to a successful presentation. If you are short of time, know what can be safely left out. If you have extra time, know what could be effectively added. Always be prepared for the unexpected.
- ✚ Know your audience. If you want to polish your presentation skills, then you have to give a lot of thought to who will be in the audience. If you know you'll be presenting to your fellow classmates, then you have to think about what will intrigue and interest them. If you're presenting your topic to a group of specialists, then you can assume they know the lingo; if you're presenting a complicated topic to a group of eighth graders, however, then you'll have to simplify it so they can follow along.
- ✚ Practice over and over and over. If you can, take time to record your presentation, play it back and watch yourself. You'll discover many things you probably didn't know about yourself. Watch it again without the sound. 'Why are your hands flying around like that?' now listen to it without the picture. 'Get rid of those ums!' now watch it at twice the normal speed. This emphasizes low-frequency cycles in your gestures.
- ✚ When starting, focus. In general, stick to the key concepts. Avoid description of specifics and unnecessary details. If you are making a series of points, organize them from the most to the least important. Keep your sentences short. Strive for clarity. Let the picture or graphics tell the story - minimize the use of text. Type key words in the PowerPoint notes area listing what to say when displaying the slide. Easy for you to remember. Proofread everything, including visuals and numbers. Keep "like" topics together. Your start will be smoother.