

Ten Golden Rules for Running a Practical Training Session

- 1 Make absolutely certain that everyone involved is aware of the training session in plenty of time. Remind Candidates at the end of each session about the next session and about model requirements. Never assume that Candidates know what is expected of them!
- 2 Immediately before the session starts, gather the Candidates together and tell them how the session will be run, e.g. Client consultation, hair analysis, trainer consultation, presentation of models, etc.
- 3 The trainer must be available to the Candidates at all times and be very aware of what is happening at the session.
- 4 Easy does it! Do not push Candidates too hard, do not be impatient and never do a Candidate's work for them.
- 5 It is important not to dismiss faults, but do not try to correct more than one weakness at a time. Choose the biggest weakness and sort that out first - then move to the next fault – but only if you think it is appropriate at that time!.
- 6 Always stress the correct way of doing something rather than condemn the wrong and remember to build a person up before pointing out their weaknesses. Say things like... 'You did that part really well, but you need to practice more on this other part'.
- 7 Give recognition for good work but do not be tempted to have favourites. Never tell someone that they cannot do something as well as another Candidate.
- 8 Never ever criticise in front of others, take the person on one side and tell them quietly. Try to put yourself in the position of the Candidate, how would you like to be told if you are doing something incorrectly?
- 9 Always have each Candidate present their work to the rest of the group when they have finished, this way all Candidates benefit from each model.
- 10 Always be in control. The trainer must run the session how they want, not how the Candidates want. For example, do not allow Candidates to be met from work immediately after a session. For the half hour before they finish their mind will be on who is meeting them, not on their work.