

RASHTRIYA KARMAYOGI LARGE SCALE JAN SEVA PROGRAM

LEAD TRAINER GRADING FRAMEWORK

As part of the certification process, all nominated Lead Trainers (LTs) are assessed on 6 dimensions essential for succeeding in their role as Lead Trainers, who are responsible for building the next level of trainers (Karmayogi Facilitators) for the Rashtriya Karmayogi Program.

6 Dimensions of Lead Trainer Grading

1. Appreciation of the intervention and program goals
2. Conviction to be a change catalyst for this program
3. Clarity of ideas discussed in the program
4. In-class participation during the Lead Trainer program
5. Appreciation and willingness to follow the prescribed facilitative process to maintain quality
6. Ability to involve and listen to participants irrespective of hierarchy

- The assessment of Lead Trainers on these dimensions is done over the 5 days of the Lead Trainer program. This includes:

1. Lead Trainers' engagement with the program as a participant, and
2. Demonstrations by Lead trainers in multiple practice rounds.

- Based on observations over these 5 days, each Lead Trainer is rated on a scale of 1-5 on the six dimensions, and a final grade is assigned to them.

Lead Trainer Grade	What the grade indicates
Recommended as Lead Trainer	<p>Have the skills, capacities, and orientation to build others as facilitators. Can run the 3-day workshop for developing Karmayogi Facilitators.</p> <p><i>(This grade is usually secured when the LT is above average in at least 3 of 6 dimensions)</i></p>

Recommended as Karmayogi Facilitators	<p>Can train end-participants with the assistance of an able co-trainer. Can run the 1-day workshop for end participants.</p> <p><i>(This grade is usually secured when the LT is below average in at least 3 dimensions or lop-sided.)</i></p>
Not recommended as Lead Trainer or Karmayogi Facilitator	<p>The Lead Trainer is most likely not aligned with the program's vision and/or the role's vision or is not able to attend the program for complete duration.</p>

- NOTE: The certificate given at the end of the workshop is a participation certificate provided to all workshop attendees.
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