



State Of Israel
Ministry Of Interior

Case study: Train the Trainer (TTT)



Edmond de
ROTHSCHILD
PARTNERSHIPS



About the client:

“Rothschild- Cadets for local government” is a unique program aimed at enhancing local government in Israel, by grooming and training a leadership group for professional management in municipal arenas. The program is intended for talented, highly motivated young adults who aspire to combine academic excellence with social leadership to enhance the quality of local government in Israel, focusing on social and geographical periphery. Cadets for local government is operated in partnership with The Ministries of the Interior, Finance, and Education, the Center for Local Government, the Center of Local Authorities and the National Lottery, all of which have identified the need for enhancing human capital in local authorities in Israel’s periphery.



The need:

The Cadets for Local Government program wanted to train its staff to independently deliver skill-development workshops at various milestones throughout their 2 and 3-year training programs. The program's approach is based on the understanding that only change-initiating leaders, who believe in a culture of partnerships, possess an inclusive point of view, and long-term thinking, can lead a country to address its core issues. The program's designers' emphasis was therefore on building critical, higher-order skills such as decision-making, problem-solving, flexible-thinking and critical analysis. They were looking for a methodology that offered an active, engaging and practical learning experience, rather than routine classroom instruction.



Quick Facts



8 Facilitators

Skilled consultants with a background in Psychology and Sociology. Trained as workshop facilitators



3 Groups

- Informal Education and Social Studies
- Public Administration
- Urban and Regional Planning



75 Students

In 3 cadet groups



2 Years

Total program length (4 semesters)

Program Objectives

1. Develop **higher-order thinking skills**: problem solving, decision making, flexible thinking, analysis.
2. Introduce effective **heuristics and strategies** for creative problem solving.
1. Cultivate **reflective habits** through the exercise of reflective analysis.
1. Build **team spirit** and promote collaborative culture.



Process



Facilitator training takes place over the course of 4 semesters. In each semester, Facilitators go through a 3-hour training session, then deliver a 4-hour workshop to the cadets in the following weeks.

Subsequent training sessions follow up on the Facilitator's experience and feedback. The third workshop begins with an Accelium 360 self-evaluation, which raises cadets' awareness to their personal thinking habits and traits and enables them to focus their personal development process.

Timeline



Semester

1

2

3

4

Facilitator Training

Accelium Method
Decision Making

Feedback & Reflection
Critical Analysis

360° Assessment
Problem Solving

Flexible Thinking

Workshops

Decision Making

Critical Analysis

360° Assessment
Problem Solving

Flexible Thinking

Topics Covered

DECISION MAKING

- Getting inside the opponent's head
- Adjusting your plan to the changing environment
- Mitigating risks
- Dealing with cognitive biases

CRITICAL ANALYSIS

- Mitigating uncertainty using "anchors"
- Prioritization through move-order analysis
- Identifying patterns to simplify problems
- Methodical step-by-step analysis

PROBLEM SOLVING

- Using end-to-beginning analysis
- Deconstructing the problem
- Identifying the core of the problem
- Focusing efforts using "temporary parking"

FLEXIBLE THINKING

- Quickly adapting to change
- Making decisions under uncertainty
- Integrating multiple viewpoints
- Overcoming unfavorable conditions



360 Assessment

360 FORMATIVE ASSESSMENT

- Help students discover their authentic strengths and values
- a mediated, game-based assessment process, designed to inspire reflective analysis and catalyze personal growth



POWERFUL 4-STAGE PROCESS

1. Cadets take a cloud-based skills test comprised of a variety of game challenges
2. A detailed personal report is generated in real time, highlighting strengths and pain points.
3. Each group gathers to interpret the reports and discuss their significance.
4. A 1-on-1 coaching session translates personal insights into an effective growth plan.

Success stories

“The method gives you objective feedback and allows you to make substantial progress in your thinking and conduct. The program’s effect on cadets was very evident. On the very next day they start applying tools they’ve exercised in their analysis, and use Accelium concepts to solve problems they encounter.”

*Henn Teper-Chen, Head of Training,
Cadets for local government*

