



Program Description

Facilitators are the face of The IIA's training experience — the difference between a course that's merely delivered and one that resonates with adult learners. Stepping into that role well takes more than subject-matter expertise; it requires a distinct skill set most internal auditors have never had the chance to build.

The Global Faculty Program prepares aspiring and current IIA facilitators to deliver engaging, learner-centered training across in-person, virtual, and team-teaching settings. Participants build facilitation skill in layers — through live practice, recorded self-review, and personalized coaching — culminating in a capstone presentation that demonstrates their readiness to lead an IIA classroom.

By taking part in the Global Faculty Program, you will gain:

- Practical facilitation techniques grounded in adult learning principles that you can apply immediately.
- Hands-on practice managing real classroom dynamics — from difficult participants to unexpected disruptions — before you face them live.
- Personalized, one-on-one coaching tied to your own recorded and live performances.
- Confidence delivering across in-person, virtual, and team-teaching formats.
- A supportive cohort of peers who grow into facilitators together.
- A clear picture of what The IIA expects of its facilitators, from first impressions through final delivery.

Who will benefit from this course?

This program is best suited for internal audit professionals with prior facilitation or training-delivery experience who are aspiring or newly assigned IIA facilitators.

Course Objectives

By the end of this program, participants will be able to:

- Apply adult learning principles
 - Incorporate readiness, relevance, and real-life application into facilitation.
 - Adapt communication techniques to diverse learning styles.
- Demonstrate core facilitation skills
 - Balance lecture and facilitation approaches to create engaging, learner-centered experiences.
 - Use active listening, questioning, and pacing to maintain interaction.

- Manage participant dynamics
 - Anticipate and address challenging behaviors while fostering an inclusive environment.
 - Apply strategies for both in-person and virtual settings.
- Deliver training across modalities
 - Execute effective in-person, virtual, and hybrid sessions.
 - Leverage technology and collaborate with producers for seamless virtual delivery.
- Collaborate in team teaching
 - Plan and execute co-facilitation with clear role division and smooth handoffs.
 - Model professionalism and adaptability in shared delivery contexts.
- Prepare and execute with confidence
 - Manage logistics, timing, and unexpected disruptions.
 - Represent The IIA brand and uphold professional standards.
- Reflect and improve through practice
 - Deliver recorded and live facilitation segments with increasing confidence.
 - Incorporate feedback from peers and faculty to refine facilitation skills.

Course Topics

- Foundations of Adult Learning & Facilitation.
- Facilitation Skills & Dynamic Delivery.
- Managing the Room.
- Training Delivery & Logistics (In-Person and Virtual).
- Team Teaching & Co-Facilitation.
- Facilitator Mindset & Practice.

Course Information

Course Duration: Offered as a multi-week cohort program, a 3-day in-person intensive, or a 3-day virtual condensed program.

CPE Hours Available: Up to 24

NASBA Knowledge Level: Intermediate

Field of Study: Personal Development

Prerequisites: Prior facilitation or training-delivery experience. Open to internal audit professionals who are aspiring or newly assigned IIA facilitators.

Advance Preparation: None.

Delivery Format: Instructor-Led Training — available as blended cohort, in-person (Group), or virtual (Group).



The Cohort Model

The Global Faculty Training Program develops IIA facilitators through a blended-learning path, not a single workshop. Participants move through the program together as a cohort, building skill in layers across a series of connected modules.

The cohort model includes on-demand eLearning, live and interactive virtual sessions, recorded assignments, a presentation, and coaching feedback along the way.

- On-Demand eLearning Modules
 - Self-paced modules that participants complete on their own time, before each live session. This is the foundation: participants arrive at each live session already familiar with the concepts, ready to discuss and practice rather than hear the materials for the first time.
- Live Sessions
 - Virtual sessions with the full cohort, held over Zoom. This is where the learning becomes skill – through discussion, practice, and real-time feedback in a supportive on-camera environment. Live sessions are never a re-teach of the eLearning; they're where participants apply what they've learned.
- Recording Assignments
 - Short practice videos participants record and submit for coaching feedback. Each one is treated as practice, not performance – the goal is visible growth over time, not a polished final product.
- Presentation
 - Participants will end the cohort with a live presentation delivery of IIA content. Each participant will have an opportunity to present virtually to the group and receive feedback from both peers and instructors.
- Coaching
 - Each recording assignment receives written coaching feedback — personalized notes tied to the participant's progress toward their capstone. After the final capstone presentation, participants also have a one-on-one session with their dedicated coach to debrief the presentation and reflect on their growth across the program.

Why Choose this Structure

The design principle is consistent across every module: eLearning delivers the concepts, and the live session is where participants talk, practice, and get feedback. Skills build cumulatively — each module's live session and recording assignment lay the groundwork for the next, culminating in a capstone presentation where participants demonstrate everything they've developed across the program.

The cohort model gives you time to actually build a skill — practicing it, getting personal feedback, and trying it again before you move on — so what you walk away with is a habit, not just an impression.

A Two-Way Commitment

The cohort model works because it's a partnership. Participants commit to completing pre-work before each session, showing up on camera and ready to engage, submitting recordings on time, and supporting their peers. In return, the program commits to clear communication, a safe space to practice and make mistakes, constructive feedback, and support throughout the journey.

Your Commitment	Our Commitment
Complete eLearning before each live session	Clear instructions, timely communication
Show up on camera, ready to participate	A safe space to practice and make mistakes
Submit recordings on time	Constructive, actionable feedback
Support your fellow cohort members	Support throughout the journey

The result is a group of facilitators who don't just complete a course, but grow into confident, adult-learning-centered instructors together.