Trainer **code.**

What does it take to deliver training that really makes a difference? For IKON Trainer **Nick Pamment,** it is not just about what you teach, it is how you show up. Nick shares ten personal principles that guide his work in the training room.



1 Look after yourself

✓ Self-care fuels focus and resilience. Prioritise rest, hydration, movement, and activities that replenish your energy.



2 Prepare for success

✓ Have your resources ready, know your venue and learners, and stay organised to reduce stress and build confidence.

3 Know your stuff

✓ Stay curious. Keep learning and sharing knowledge. Expertise builds trust and enriches the experience for your learners.



4 The power of you

✓ Own your style. Thoughtful contributions and quiet confidence can have a lasting impact. Reflection matters.

5 It's all about them

✓ Training is learner-focused. Create space to listen and connect. Make it meaningful and relevant to their experience.

6 On time – every time

✓ Arriving early shows respect for your learners and your content. It sets the tone and helps reduce pressure.

7 Surprise & delight

✓ Engagement lives in the delivery. Share personal insights or humour when appropriate. Make training memorable.

8 Practice what you preach

✓ Respect others in the field. Lead with integrity and consistency. Model the behaviours you want to see.

9 Details matter



✓ Credibility is built on the small things – from your presentation to your materials. Consistency creates trust.

10 Record & recharge

✓ Complete your admin promptly and use the time after training to reflect and reset. Look after yourself for next time.

