



2025 Train the Trainers for Defenders Workshop

October 22-23, 2025 / Chapel Hill, NC

*Co-sponsored by the UNC-Chapel Hill School of Government
& Office of Indigent Defense Services*

Wednesday, October 22

8:00-8:45 am

Check In

8:45-9:00 am

Welcome and Introduction to the Workshop

Phil Dixon, Teaching Associate Professor

UNC School of Government, Chapel Hill, NC

Bob Burke, Indigent Defense Consultant and Trainer, Longmont, CO

9:00-10:00 am

How Adults Learn and Retain Information (Plenary)* (60 min.)

Bob Burke, Indigent Defense Consultant and Trainer, Longmont, CO

After this session, participants will:

1. Know and understand the major types of learning styles.
2. Know and understand the basic principles of adult learning.
3. Know and understand the general implications for training design that follow from principles of adult learning and learning styles, such as the need to present information in short blocks of time and through different means, including written materials, spoken words, graphics or visuals, and through interactive sessions and exercises.

10:00-10:15 am

Break

10:15-11:00 am

Learning Objectives – Why They Are Important, How to Craft Them (Plenary)* (45 min.)

John Rubin, Professor of Public Law and Government

UNC School of Government, Chapel Hill, NC

After this session and the small groups that follow, participants will:

1. Know and understand the reasons for, and importance of, writing and using learning objectives.
2. Know the types of learning objectives and their components.
3. Be able to write effective learning objectives for training sessions, considering the subject matter needs of the audience and principles of adult learning and the retention of information.

11:00-12:30 pm

Effectively Writing Learning Objectives for Criminal Defense Training (Breakout) (90 min.)



This session provides an opportunity for group members to be introduced to each other, to learn the ground rules and purposes of the breakouts, and to write learning objectives for their criminal defense training topics.

12:30-1:15 pm

Lunch

1:15-2:15 pm

Effectively Writing Learning Objectives (Breakout cont'd) (60 min.)

2:15-2:30 pm

Break

2:30-3:15 pm

Putting the Pieces Together – Criminal Defense Session Design Consistent with Adult Learning Principles and Learning Objectives (45 min.)

Ira Mickenberg, Attorney & Consultant, Saratoga Springs, NY

After this session and the small groups that follow the participants will know, understand, and be able to use principles of adult learning, major learning styles, relevant information on retention, and well-crafted learning objectives in the effective design of criminal defense training sessions.

3:30-5:00 pm

Session Design Small Group Breakouts (90 min.)

This session will provide participants the opportunity to apply the principles of adult learning and training design to the criminal defense subject they have selected by designing and discussing a training session on that topic.

5:00 pm

Adjourn



Thursday, October 23

- 9:00-10:00 am **Session Design Small Group Breakouts (cont'd)** (60 min.)
- 10:00-10:15 am *Break*
- 10:15-11:05 am **Visual Persuasion: How to Use PowerPoint to Enhance Your Teaching in Ways Consistent With Principles of Adult Learning (Plenary)** (45 min.)
Emily Boehm, Ph.D., Visiting Assistant Teaching Professor
Marissa Stewart, Ph.D., Associate Director for Teaching & Learning,
Center for Faculty Excellence, UNC, Chapel Hill, NC
- After this session and the small groups that follow, participants will:
1. Know and understand the role of audio-visual aids in the design of training.
 2. Know and understand the elements of the effective use of audio-visual aids.
 3. Be able to use the basic and/or more sophisticated functions of PowerPoint to produce effective audio-visual aids.
- 11:05-12:05 pm **The Elements of Effective Small Group Facilitation and Feedback in Criminal Defense Training - (Plenary and Demonstration)** (60 min.)
Ira Mickenberg, Attorney & Consultant, Saratoga Springs, NY
Bob Burke, Indigent Defense Consultant and Trainer, Longmont, CO
- After this session and the small groups that follow, participants will:
1. Know, understand, and be able to use the elements of effective small group facilitation and feedback skills.
 2. Know how to give meaningful and constructive feedback in a way that maximizes the participants' ability to learn the material.
- 12:05-12:45 pm *Lunch*
- 12:45-2:45 pm **Concurrent Small Group Breakouts** (120 min.)
Effective Plenary Presentations for Selected Participants
During this session, participants begin preparing a presentation on the subject they have selected, consistent with the design drafted in the preceding breakout.
- Effective Small Group Facilitation and Feedback**
This session provides participants with the opportunity to apply the principles of effective small group facilitation, coaching, and feedback through criminal defense trial skills exercises during which they practice facilitation skills and receive coaching and feedback.
- 2:45-3:00 pm *Break*



3:00-4:30 pm

Concurrent Small Group Breakouts (cont'd) (90 min.)

4:30-4:40 pm

Closing Remarks

4:40 pm

Adjourn

CLE HOURS: 12.75

Small Group Facilitators

Tucker Charns, Chief Regional Defender, OIDS, Durham, NC

Sharif A. Deveaux, Regional Defender, OIDS, Durham, NC

Phil Dixon, Teaching Assistant Professor, UNC-SOG, Chapel Hill, NC

Glenn Gerding, Appellate Defender, Office of the Appellate Defender, Durham

James Grant, Assistant Appellate Defender, Office of the Appellate Defender, Durham

Burcu Hensley, Assistant Public Defender, Office of the Public Defender (Wake County), Dist. 10, Raleigh, NC

Dennis D. Maxwell, Jr., Assistant Public Defender, Dist. 29B, Hendersonville, NC

Daniel Spiegel, Assistant Professor of Criminal Law, Procedure and Evidence, UNC-SOG, Chapel Hill, NC

Kevin Tully, Chief Public Defender, Office of the Public Defender, Dist. 26 Charlotte, NC

Dan Wanderman, Assistant Public Defender, District 21, Winston-Salem, NC