

The main goal of this dissertation is to provide information about professional competencies of the experiential learning instructor. I would like to focus on the competencies which make him able to present himself as an educator at experiential courses organized for companies.

Learning through the experience is regarded as a very progressive and often applied access to adult education. Regarding the company practice, this methodological concept is most often used for soft skills development, specifically for individuals and teams on occasion of teambuilding trainings.

If we omit the participants, one of the most crucial roles during the whole process is dedicated to the instructor. Apart from the names as tutor, trainer or lecturer is the name instructor used commonly for the educator in the specific area of experiential teambuilding courses. The whole learning process is held in the instructor's hands, while they are constantly supporting participants on their way to acquire new knowledge, skills and information. In the ideal state, we develop those of the participants' competencies which were specified at the preparation process of targeting.

On Czech market we can find a group of educational companies that sell particular teambuilding programs to corporate clients. Each of them dispose of its own instructor board, then out of which smaller teams are built for individual realizations. On the experiential courses demands and requirements are made on instructors' behavior and acting. Nevertheless, in practice there has not been compiled a competency model that would widely serve as a general policy document, exactly defining the basic demands on instructors. The Professional Association for Experiential Learning has only unified and integrated the system of positions instructors can get when proceeding on their career path but did not precisely define their content.

In this sense I have found useful to analyze this field deeply and try to set and present a competency model for the professional instructors, specifically describing the desirable and unfavorable soft behavior. It will serve as a device when criteria for recruitment of instructors and other HR processes are set up.