3230 TrainTheTrainer Gate

People Book · https://kb.jeffreysummers.com/docs/3230-trainthetrainer-gate/

The Train-The-Trainer Gate is the checkpoint between performing the standard and transmitting it.

Every Cast Trainer passes through it before they train anyone. Not because it is a formality — because the gate closes the gap between the cast member who can do the work and the cast member who can teach it. Those two things require different preparation. Skipping the gate produces trainers who are improvising. Improvised transmission is how the standard fractures quietly — not through anyone's bad intent, but through the gradual accumulation of personal variations dressed up as the standard.

The gate has a specific function: it verifies that the Cast Trainer can articulate the why behind the standard, not just the what. The cast member who knows that the table gets set a specific way can train that table setting. The Cast Trainer who also knows why — what Guest experience it is designed to produce, what breaks if it is not done — can train it with the weight it deserves. That weight is what makes the standard transmissible rather than just copyable.

Without the gate, every trainer is a potential drift point. With it, the standard has a defensible edge at the transmission layer — where standards either hold across the cast or quietly stop holding.

Pairs with: [Cast Trainer], [Training Ladder], [Institutional Process], [No Skipped Rungs], [Mastery Game]