Course Design Model

CREATING THE OPTIMAL LEARNING EXPERIENCE

ENLIGHTENED LEADERSHIP SOLUTIONS
Breakthroughs in Organizational Performance

The Learning Process	Learning Activities
1. Discovery • Experience Based • Awareness of the group mindset (diagnostic)	• Create or recall an experience that connects the group with the topic(s) • Introduction with a purpose
2. Introduction • To each other • To the content • To the instructor	• Prepare an introduction that will be meaningful for your audience. Do your homework • Set expectations prior to attendance well with participant and manager

3. Overview
• Big Picture. No surprises
• What we are covering today
• Why this is important to me
	• Today we will cover...
	  - Share the agenda of the day
	  - WIIFM, benefits, knowledge check link to the business need or initiative

4. Learn • Teach before asking others to perform • Chunk size difficult concepts	• Teach the basics • Stay simple • Easy to use 'how to' tools
5. Guided Practice • Don't let me fail • Do a small piece • Application - Action Learning	• Participant role moves from small to big • Demonstrate and group solve • Provide safe scenarios
6. Graduated Practice • Next level of practice • Training wheels still on	• Making it something anyone could solve but handle better
7. Independent Demonstration • Practice on my own scenario • Demonstrate but still have support	• Have me demonstrate that I know it
8. Integration • Reflect so learning will stick • Remember silence is golden • Action plan	• Think about personal and business application • Emphasize key learning points • Commitment to move forward

Discovery — Intro — Overview — Learn — Practice — Demo — Reflect

LEARN

1	2	3	4	5	6	7	8
Diagnose & Engage	Manage Expectations		Teach	Practice		Demo	Integrate
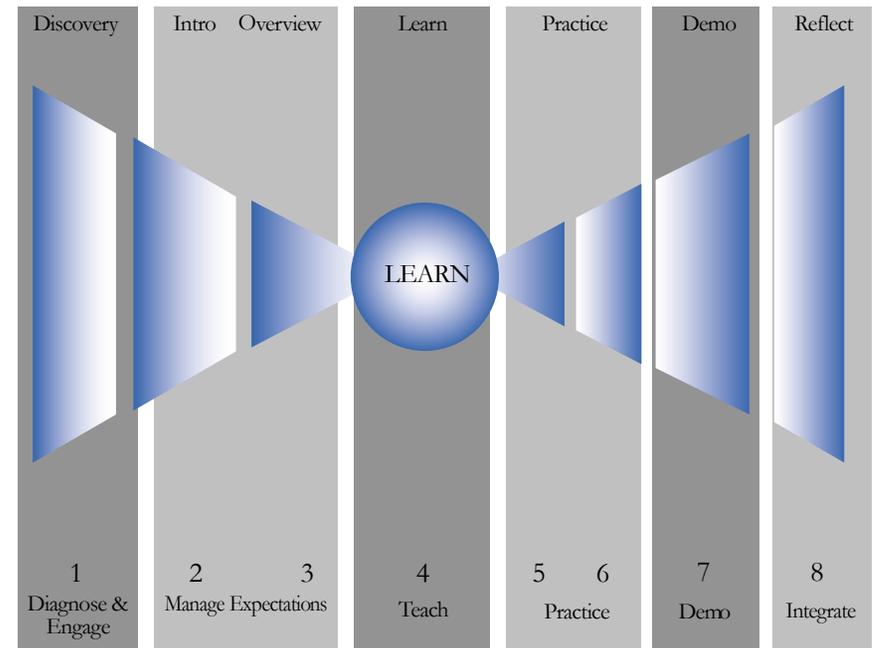
PERFORMANCE

The objective of learning solutions is to influence individual and group behavior in order to improve business performance. Weaving the business initiative throughout the program and how participants will bridge the gap from status quo to improved results will create a value chain that leads to greater return on investment of each training dollar.

Behavior is influenced by other factors beyond training, especially existing processes, systems, cultural norms and the participant's manager. Courses designed with a total systems view of performance have greater impact on the indivdiual and the organization.