

DESIGN PHILOSOPHY

THE IMPACT OF CUSTOM SOLUTIONS AT THE SPEED OF OFF-THE-SHELF



| ELS Best Practices | Descriptions |
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| Direct Design Tailor the right solution to the right audience. | <ul style="list-style-type: none">• Content (principles, beliefs, tenets) remains consistent• Context adapts to level, function and organization |
| Internally Branded Programs have the look and feel of the organization. | <ul style="list-style-type: none">• Language, terminology and approach is consistent with the culture• Materials reflect the corporate image |
| Real World Design Identify and design solutions that prevent or resolve typical and critical business challenges. | <ul style="list-style-type: none">• Provide just-in-time performance support tools that are used as business issues and situations arise• Prioritize the development needs that will have the greatest impact on performance |
| Action Learning Participants learn by applying tools and concepts to resolve real world business challenges. | <ul style="list-style-type: none">• Learning activities are tied to key business issues and drivers• Provide commonsense tools and processes that enable learners to move beyond theory and solve problems |
| Modular Content: Participants learn by applying tools and concepts to resolve real world business challenges | <ul style="list-style-type: none">• Changing scenarios, case studies, best practices, etc., create a custom feel without the effort of custom work.• Modules can easily adapt to learning objectives, audience, function and culture. |
| Return on Investment Training should have a direct impact on individual, job and organizational performance. | <ul style="list-style-type: none">• Defining and meeting expectation from key stakeholders.• Establish a process and mechanisms that measure the impact and performance of development programs. |



DESIGN ASSUMPTIONS

- Training and development should integrate with existing systems and processes for further reinforcement, retention and application
- The reason for learning is to successfully participate in or expand your sphere of influence
- Training should be audience or level specific
- Training activities should change based on the complexity of skills being taught and the organizational level of the learner.
- Training and development should tie to organizational strategies, goals and initiatives.
- Training should be seen as a process for continuous improvement with follow-up and tracking toward individual and organizational goals
- People learn most from their peers – the process should be facilitated by SME where possible but elicit the knowledge and experience from the group
- People learn best when they apply content to themselves first and then others