

INSTRUCTIONAL DESIGN - KEY LEARNINGS!

Poppy Hill

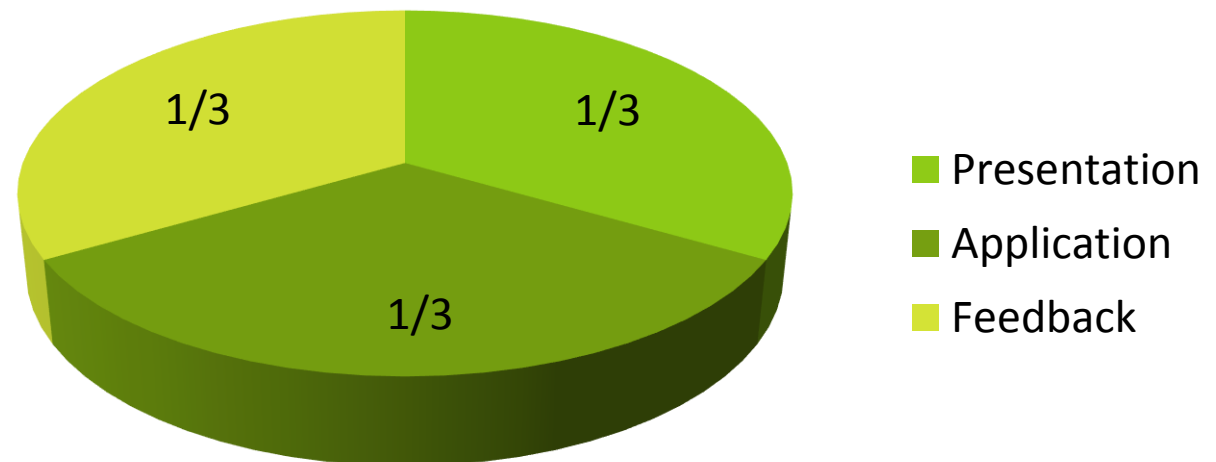
INSTRUCTIONAL DESIGN - KEY LEARNINGS

- ③ Training - focused learning on a skill/concept that results in a demonstrated application toward an established standard.

In other words, we are in the knowledge and skills business!

INSTRUCTIONAL DESIGN - KEY LEARNINGS

Phases of Instruction

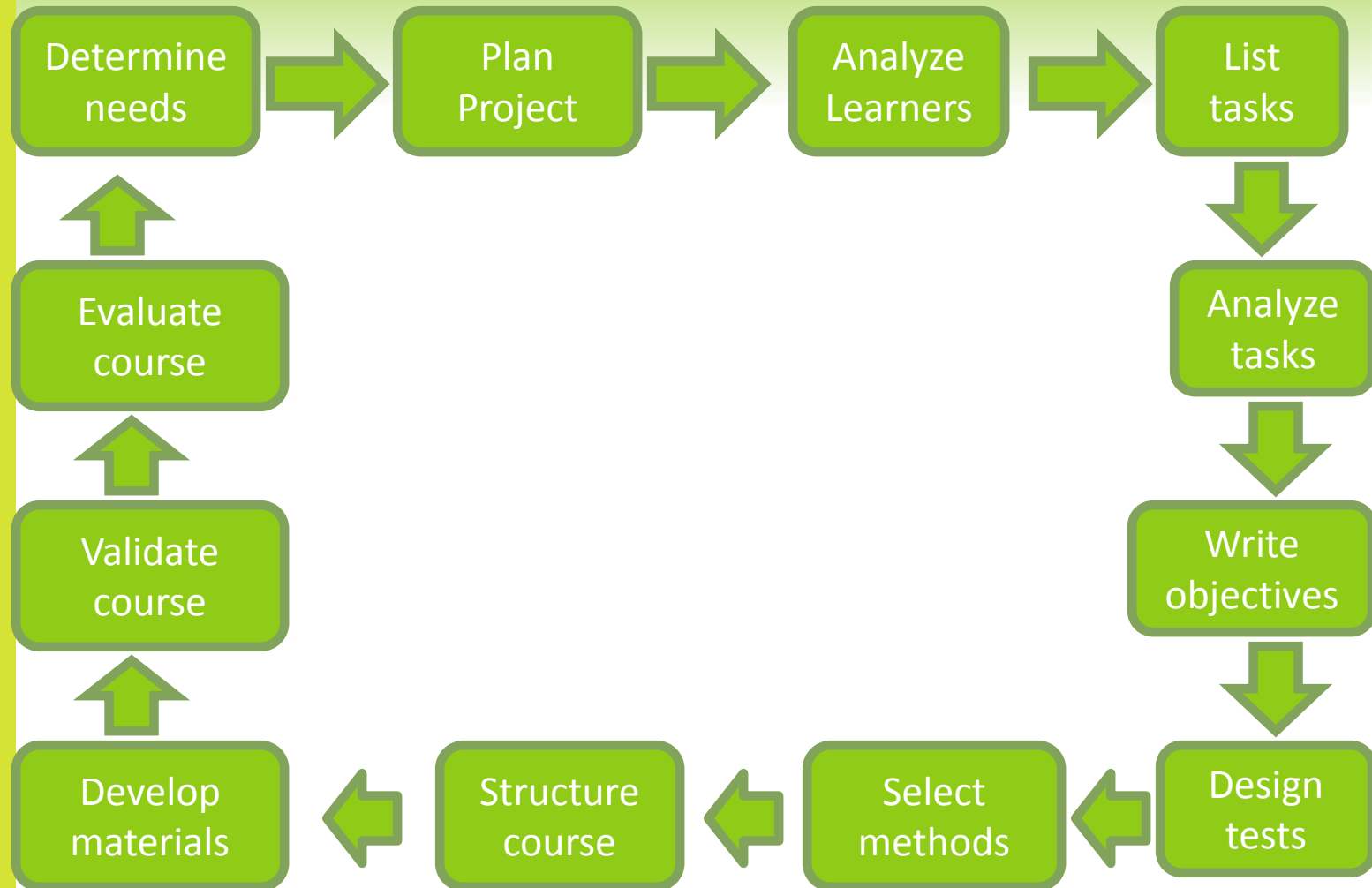


INSTRUCTIONAL DESIGN - KEY LEARNINGS

Phases of Instruction

| Presentation | Application | Feedback |
|---------------------|-------------|-----------------|
| Lecture | Case study | Instructor |
| Demonstration | Game | Peers |
| Discussion | Simulation | Self assessment |
| Brainstorming | Peer review | Testing |
| Neighbor discussion | Role play | |
| Reading | | |
| Slip writing | | |
| | | |
| | | |

THE DESIGN CYCLE



OTHER KEY LEARNINGS

- ◎ Don't do heavy activities first thing, right after lunch, or at the end of the training.
- ◎ Use a variety of methods, application of learning and feedback to keep learners engaged.
- ◎ Don't put really complex material online
- ◎ Stick to the lesson plan, don't leave things out. Instructor's job is to make material "come alive".
- ◎ Good, quick, cheap – can't have all three!

OTHER KEY LEARNINGS

- ◎ Get from hello to the APPLICATION as efficiently as possible. Think about what types of things you can do to apply the concept.
- ◎ People don't get paid for knowing stuff, they get paid for doing stuff.
- ◎ We should always target our content to the lower 25%.
- ◎ When testing participants, test knowledge AND skill. (Simulations, role play)
- ◎ "During training, the learners should work harder than the leader".

RESOURCES

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Tips & Tools for Trainers

Action Verb List

A comprehensive list of action verbs to consider when writing performance-based objectives or conducting a task analysis.

Puzzle-Making Links

A great list of websites that provide you with ready-made puzzles and/or the tools to create your own puzzles.

Game-Related Resources

A valuable list of books, websites, software tools, and game accessory companies.

Ten Tools for Trainers

Including: 6 Favorite Icebreakers, 12 Mind-Bending Brainteasers, 20 Practical Tips for Instructors, 12 Tips for Instructional Designers, 50 Instructional Methods, Minimize Nervousness and Anxiety Checklist, Maximize Your Learning Checklist, Course Evaluation Checklist, a Dictionary of over 500 Training Terms, and a Glossary of e-Learning Terms.

e-Learning Links

A comprehensive list of current e-Learning information such as research/trends, standards, authoring tools, and much more...

Action Verb List

