Instructional Design

/in·struc·tion·al de·sign/ (n):

The process by which instruction is improved through the analysis of learning needs and systematic development of learning experiences.

How it works:

1

Consult with SMEs (Subject Matter Experts)

The designer meets with experts on the subject matter to be taught to identify existing shortcomings and possible learning solutions. Together, they set clear goals for the training.

2

Review Existing Materials

Review existing documentation, including existing training, job aids, reference cards, procedures manuals and more, to support the training to be created.

3

Organize Objectives

To be sure goals are met, learning objectives must be measurable. The instructional designer identifies measurable outcomes and creates a course outline.

4

Develop Learning Materials

The instructional designer considers modern adult learning principles to create materials that are accurate, engaging and relatable.

5

Implement Training

Present final learning materials to participants. Gather measurements and feedback to fine-tune materials and achieve a highly effective custom course.

6

Update Materials

As needed, update existing materials to maintain currency and relevancy.

custom course

Curriculum of Courses

ADVANTAGES:

- Eliminate gaps and overlaps in learning
- Helps to ensure organizational goals are met
- Creates measurable results
- Establishes consistent instruction and a replicable process
- Easier to modify or update materials

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