Friesen, Kaye and Associates

FKA

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The Experts in Knowledge Transfer
and Workplace Performance

Designing Instruction Program

Facilitated Virtually

Challenged with creating and designing successful learning programs but can't get away for a three-day program? FKA's cornerstone *Designing Instruction* program is available online consisting of a series of eight, 2-hour, live-facilitated virtual sessions. Designed for anyone responsible for designing learner-centered courses that lead to performance improvement and business results. You will gain the requisite knowledge, skills and confidence to meet the challenges of any learning initiative as you work on _your own projects and receive expert, individual coaching and feedback_. Receive a detailed support manual and access to online checklists and templates to support you during the program and on all your future design projects.

Who Should Attend?

- Instructors, facilitators, and subject matter experts who are new to course design.

- Managers and those responsible for the creation or purchase of learning materials.

- Course designers and developers, with no formal design experience, seeking a systematic approach to instructional design.

- Subject matter experts responsible for updating or modifying existing custom or off-the-shelf courses.

Key Benefits

1. Build all your design projects on a strong instructional design foundation that goes beyond ADDIE.

2. Forecast design time and training launch dates with confidence.

3. Practice the key activities for project planning, population and performance analysis, training design and material development.

4. Receive feedback as you apply the techniques to work-based content.

5. Return to work ready to start designing – there's no risk of getting bogged down trying to adapt complex theories.

6. Take home a comprehensive support manual packed with job aids and reference materials that will help you succeed with future design projects.

Post Learning Sustainment

As a participant in an FKA program, you are entitled to complimentary Post-Learning Sustainment:

- Transfer Strategy: one-hour online, live-facilitated coaching session (2-3 weeks post program) to maximize and reinforce learning.

- One-Year Hotline: connect with our experts to discuss your learning initiatives, lessons learned, successes, challenges and best practices.

"Very informative, helpful tools. Very applicable." M Yurchuck, Schindler Elevator Corporation

Objectives

Upon successful completion of this program, you will be able to:

- Identify key sign-off points
- Choose population factors for analysis.
- Gather data from subject matter experts.
- Develop a Model of Performance.
- Derive objectives based on the Model of Performance.
- Design tests and exercises to be used during training.
- Confirm instructional strategies.
- Outline bridging strategies.
- Apply principles of adult learning to design.
- Determine the best content sequencing for learning.
- Select presentation and application methods.
- Select instructional media.
- Develop a lesson plan.
- Select appropriate styles for training manuals.
- Make media decisions that enhance learning.
- Plan validation activities throughout the project.
- Describe how learning impact can be evaluated.
- Identify design shortcuts.

Agenda

Lesson 1
- Introductions
- Systematic Learning Process
- Instructional Systems Design Methodology
- Instructional Strategies

Lesson 2
- Needs Identification
- Determining the Needs
- Planning the Project
- Population Analysis

Agenda Cont.

Lesson 3
- Review
- Model of Performance
- Application Methods

Lesson 4
- Training Scope
- Adult Learning Principles
- Meeting Time Constrains

Lesson 5
- Review
- Training Outline
- Objectives and Tests
- Transfer Strategies

Lesson 6
- Training Design
- Motivation
- Presentation Methods
- Testing for Understanding

Lesson 7
- Case Study
- Lesson Plan Development
- Material Development
- Instructor Manuals
- Participant Manuals
- Media

Lesson 8
- Validation – Assuring Quality Motivation
- Evaluation – Measuring the Impact
- Short Cuts
- Wrap Up