Learning Design Process

WHAT

Analyse
- Business objectives
- Content and scope
- Current capability

Design
- Learning objectives
- Instructional strategies
- Learner experience

Develop
- Course structure
- Formulate content
- Determine activities

Implement
- Facilitation and delivery
- Engage participants

Evaluate
- Learning effectiveness
- Make adjustments

HOW

- Interviews
- Performance data
- Industry research

- Articulate what participants will be able to do differently
- Determine delivery mode (e.g. face to face, online)

- Determine course skeleton and content flow
- Apply adult learning principles
- Interactivity options
- Develop courseware

- Deliver learning intervention

- Determine evaluation method (e.g. survey, interview, assessment)
- Test if learning objectives were achieved
- Modify course if needed

OD Consulting