A PAPER PRESENTED IN THE PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR

EDID 6502: Analysing Human Performance

PROGRAMME OF STUDY

MSc. Instructional Design and Technology

University of the West Indies Open Campus

ASSIGNMENT

Participation Report

Reflection Report

SUBMITTED BY

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DATE

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Participation Report -

Five posts where you provide links to what you think as your **best responses to the questions in the learning café**

1.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=173950#p496828

2.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=179048#p515782

3.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=179484#p517425

4.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=172292#p521708

5.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=181022#p523429

2. Five posts where you provide links to what you think as **your best responses to a peer's posts in the learning café**

1. https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=179484#p518602

2.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=179671#p519355

3.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=178497#p519729

4.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=176676#p519763

5.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=168440#p479544

Five posts where you provide links to what you think you **opposed your peer's posts/ you assisted a peer in the learning café**

1. .https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=179671#p520905

2.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=179821#p520921

3.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=172260#p521110

4.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=176676#p519763

5.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=180951#p523085

Feedback posts on **Group presentations in the learning café.**

1.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=180951#p523347

2.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=181022#p523429

3.https://2020.tle.courses.open.uwi.edu/mod/forum/discuss.php?d=181344#p523683

Reflection

My group assignment and knowledge of this course would have been   impossible if I did not have a copy of the required text, Fundamentals of performance improvement: Optimizing results through people, process, and organizations written by Darlene Van Tiem, James L. Moseley, Joan C. Dessinger. In an effort to familiarize myself with the necessary material I used Balabolka software to convert the main areas of focus into audio files for ease of access .The information was equally overwhelming and intriguing . My group shared the synopsis of the individual assignments with each other via WhatsApp, Whats App Web and Google Docs . This proved to have been an excellent activity as we proposed reasons and justifications for using the respective interventions in our projects before a consensus was met. This in fact was much of the analytical aspects of HPI. I must confess to being a bit

biased on my choice of project. Ayana and Terrercere are not in the educational sector and for this reason I was eager to complete our group project in either of their related fields.Our group Systemic Performance Solutions went the extra mile to complete each task according to scheduled deadlines. We communicated at least four times per week and shared ideas to get the best result for the group project. I am now able to see clearly on an organizational perspective that as a future Instructional Designer, there are several ways to address performance issues within an organization. Training is important, but there are other procedures and strategies for solving problems and realizing opportunities related to performance of people in an organization. One notable takeaway about Human Performance Technology observed by myself and my teammates was the awareness of systems and design thinking philosophies.