

The fundamentals of training design

Duration: 2 days

Audience: Concepteur pédagogique

Who is this training for?

Anyone who has to design training courses as part of their duties.

Training objectives

- Clarify your training needs within an organization
- Identify the elements of context related to a training
- Determine the appropriate training strategy for the training context
- Define the learning objectives of the training
- Develop a training plan
- Design simple learning activities
- Identify ways to evaluate the training

Summary

Get ready to dive into the exciting world of training design and develop skills that will make a significant difference in your talent development initiatives.

Course outline

Andragogy vs. Pedagogy The Design Process The ADDIE Design Model The Characteristics of Successful Training Training Needs Identify Stakeholders The Responsibility Assignment Matrix Identify the Business Objective Related to Training The Training Strategy A Training Strategy in Five Words Personas Learning Levels Learning Objectives Formulate a Learning Objective Contents Inventory Content Enhance the content Sequencing the content The training plan The learning activities The pedagogical formulas Design a learning activity The evaluations The Kirkpatrick evaluation model

Approach and methodology

- Focused micro-presentations
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Case studies

- Application exercises
- Workshop on designing real deliverables
- Peer-to-peer feedback
- Reflection on evaluation and transfer

Prerequisites

Be called upon to :

- Design or adapt training courses
- Share knowledge or lead learning activities

Have an interest in :

- Pedagogy
- Skills development

Recommendations

- Be open to new ideas
- Be curious
- Be willing to question one's practices