Instructional Design II

Tools and Techniques for Creating Measurable, Performance-Based Professional Development Programs

How do you create a course design and then ensure that your design results in specific, planned performance changes? This course provides some of the answers to that question. Instructional design that leads to predictable and measurable performance improvement and competency development can be as much a science as an art. This second of two courses teaches participants to create a comprehensive course design, including the development of a course design document, to the level of the delivery design, and all related design documentation. This is a highly interactive learning experience and participants are encouraged to bring actual training projects to use as cases throughout the course.

Who Should Attend: This program is designed for experienced instructional design professionals who are responsible for managing, designing, developing or delivering education, training and/or organizational development programs.

Course Length: 3 Days

Student Materials: *Instructional Design II Participant Guide*, 350 pages
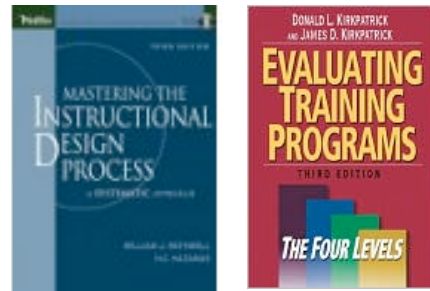
Prerequisite: Instructional Design I: Key Principles for Learner-Focused and Performance-Based Instructional Designs is a recommended perquisite

Benefits

- Analyze competency requirements of an organization and specific jobs, then, where appropriate, use that analysis to create a comprehensive instructional design

- Create of a comprehensive course design that clearly outlines all requirements of a learning experience, including: levels of competency, performance objectives, exercises, materials requirements, timing charts and critical resources

- Identify and design performance-based competency objectives and develop delivery methodologies that lead to measurable performance change

- Design exercises and student involvement opportunities that will deliver expected performance outcomes

- Design student and instructor materials that lead to specific competency-based, performance outcomes
- Design and develop programs that measurably meet the needs of the business

What You Will Learn

- Use a systemic instructional design methodology that encompasses all aspects of instructional development and learning
- Use skills for conducting the four levels of an integrated analysis and design process
- Design competency-based, measurable performance objectives using a well-defined and proven approach
- Develop methodologies to conduct on-going validation analyses to ensure that education and training programs are meeting performance outcome expectations identified from the needs of the business
- Create measurement tools to assess individual performance against competency objectives in the short-term, mid-term and long-term ranges
- Develop tools to conduct Level I, II, III and IV assessments