

Trainer Certification II

Introduction

This program builds on Trainer Certification I by first reviewing adult learning principles, facilitation skills, and application to curriculum design. Then the workshop explores the application of ADDIE as an instructional design approach to creating learning solutions. This workshop places emphasis on good instructional design techniques that include partnering with stakeholders, ROI analysis, and integrating information from Trainer Certification I to ADDIE. During this workshop, participants will have an opportunity to use ADDIE to adapt a current training program or one they are creating to ensure their learning solutions are productive and measurable.

Performance Objectives

By the end of this session, participants will be able to:

- ▶ Incorporate adult learning principles and processes into the training design and delivery
- ▶ Design instructional programs to meet adult learners' needs and expectations
- ▶ Implement effective and productive measurement of the results of learning

Pre-Session Assignment

Participants will receive and complete a pre-session assignment that includes reviewing session objectives, establishing personal session objectives, identifying an important initiative to work on during the session, and reading background material about instructional design.

Two-Day Interactive Session

Welcome and Objectives Review

- ▶ Introductions
- ▶ Housekeeping
- ▶ Participants' objectives

Review of Trainer Certification I

- ▶ Golden Rule of Learning
- ▶ Adult learning
- ▶ Bloom's Taxonomy
- ▶ SMART performance objectives

Overview of ADDIE

- ▶ High-level review
- ▶ ADDIE and adult learning principles

Analyze Phase of ADDIE

- ▶ Complete learner and stakeholder analysis
- ▶ Understand targeted learner
- ▶ Identify gaps and needs
- ▶ Create performance objectives

Design Phase of ADDIE

- ▶ Advisory board
- ▶ Design document
- ▶ Stakeholder collaboration
- ▶ Incorporating interactivity

Develop Phase of ADDIE

- ▶ Stakeholder review
- ▶ Piloting and testing
- ▶ Building process

Implement Phase of ADDIE

- ▶ Launch preparation
- ▶ Train-the-trainer
- ▶ Marketing or socializing a new program

Evaluate Phase of ADDIE – Kirkpatrick ROI model

Presentation of Case Studies

Session Conclusion