

Pecha Kucha

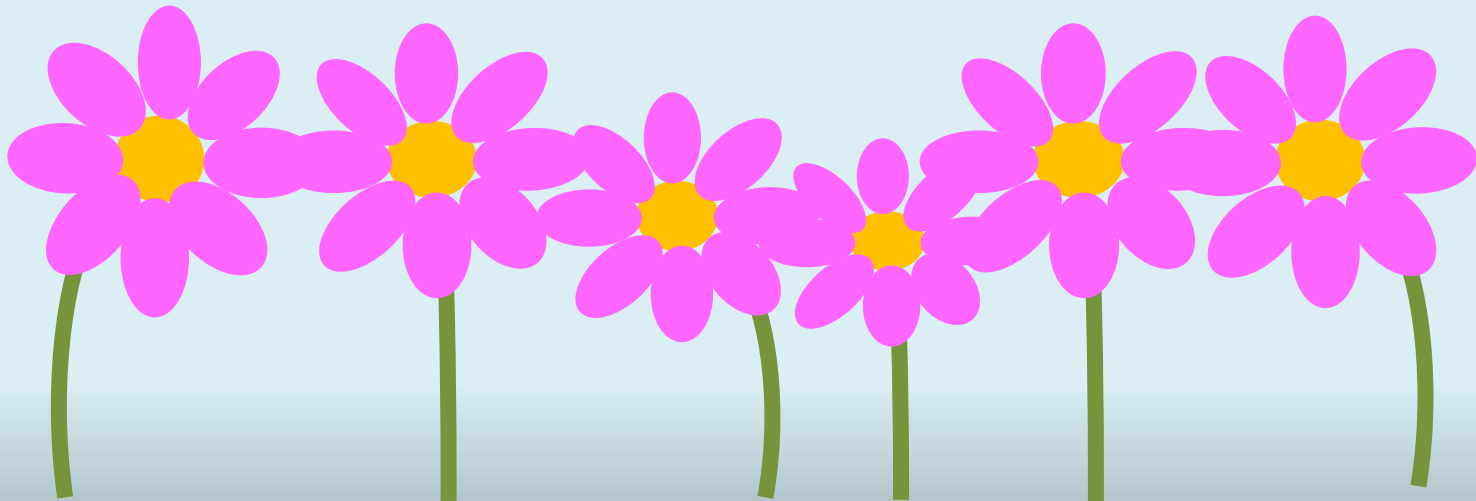
ELN 24th September 2010

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Training Design with a KISS

Dr Jan Seabrook

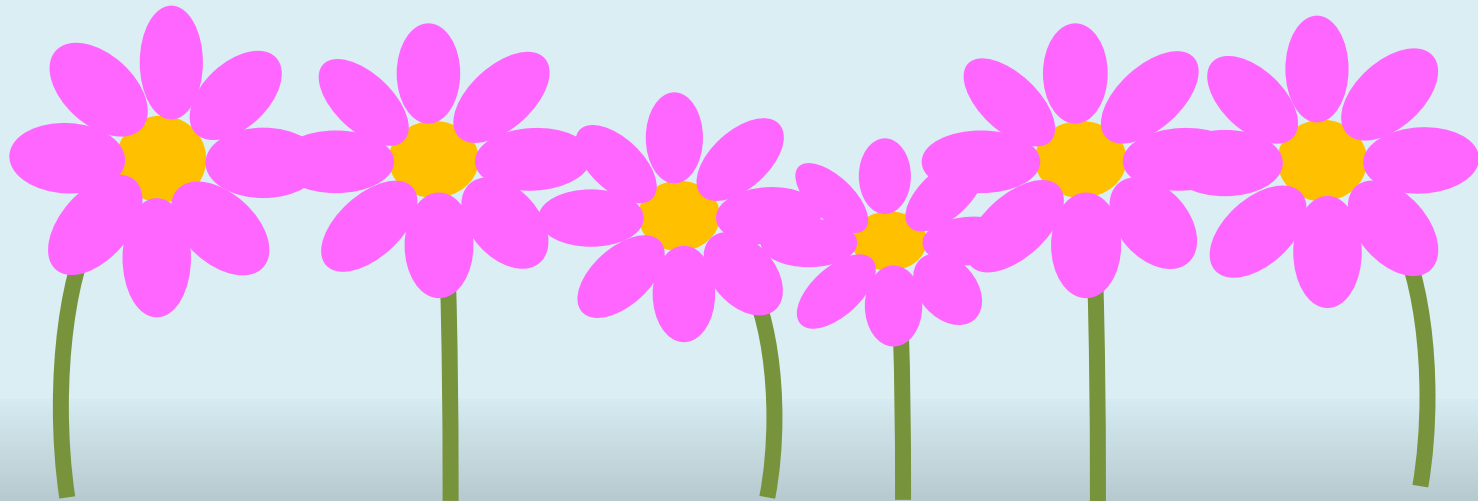


The 'Just So' Approach to Training Design

- Pragmatic, Practical and Simple

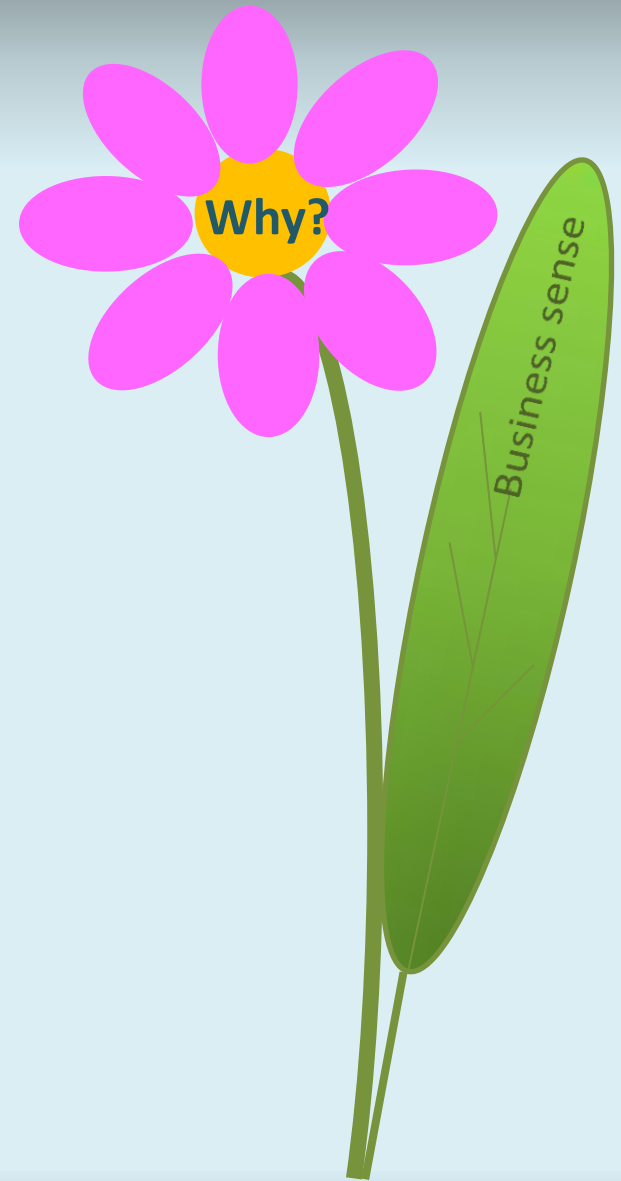
WWW.WWH

Why Who What When Where How



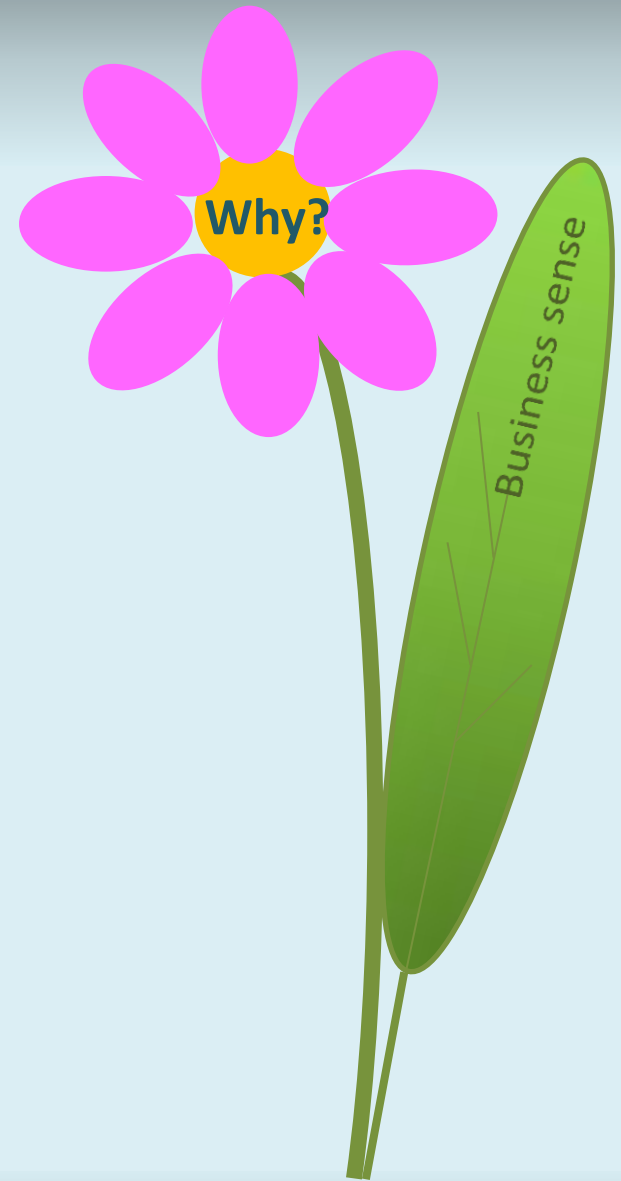
Just So... Why?

- The Business Case
 - Why is the business trying to do this?
 - What do they want to achieve?
 - 1st bit of foundation knowledge for the trainer



Just So... Why?

- Strategy
- Startegy



Just So... Who?

- The learners



Just So... Who?

- Everyone else

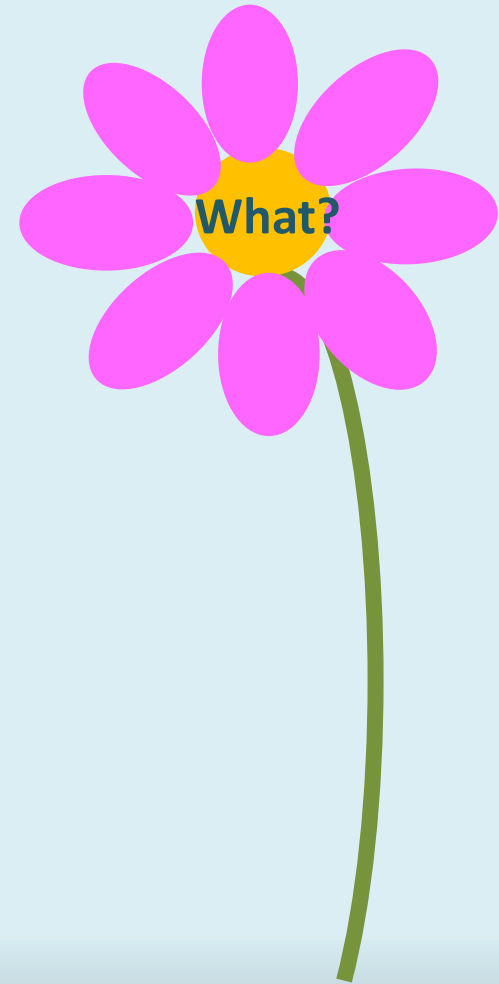


- Training Designers
- IT support
- Programmers
- Graphic artists
- Photographers
- Editors
- Testers
- Administrators

- Sponsors
- Champions
- SMEs

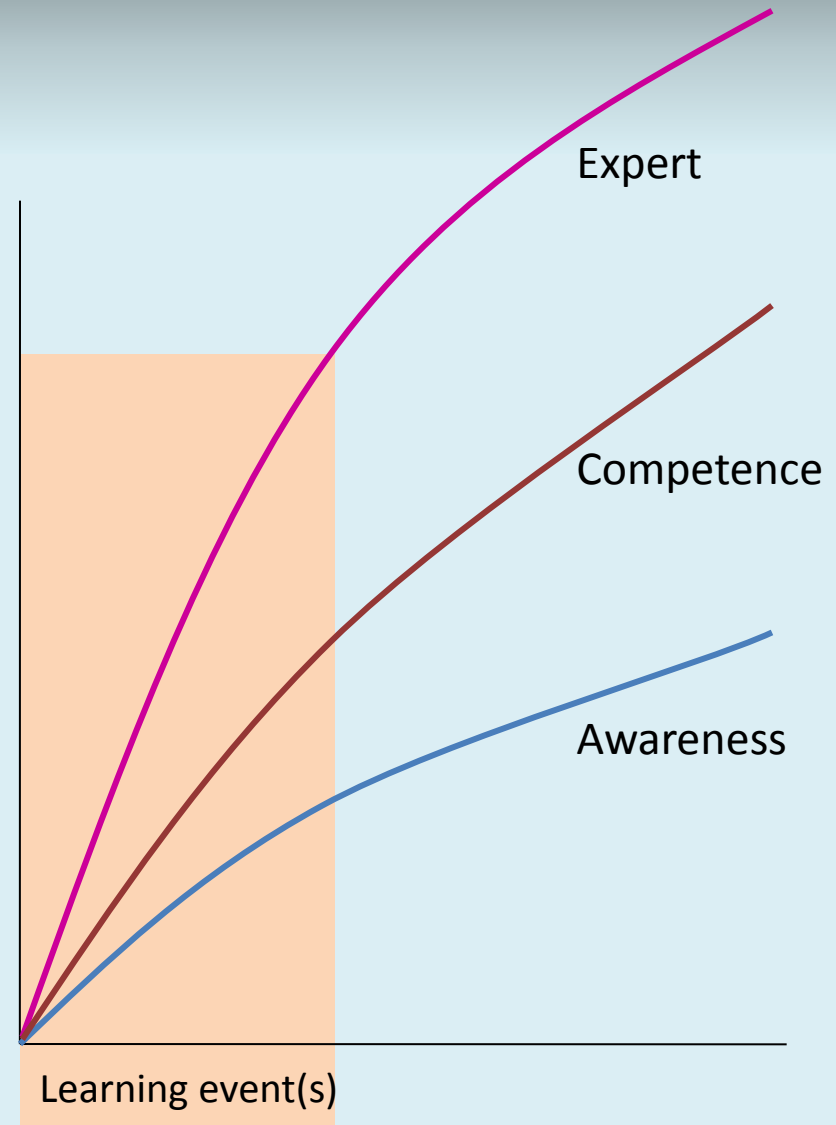
Just So... What?

- Content
 - King or develops?
 - Training or education?
- Nature of content
 - Knowledge
 - Skills
 - Attitudes
 - Behaviours



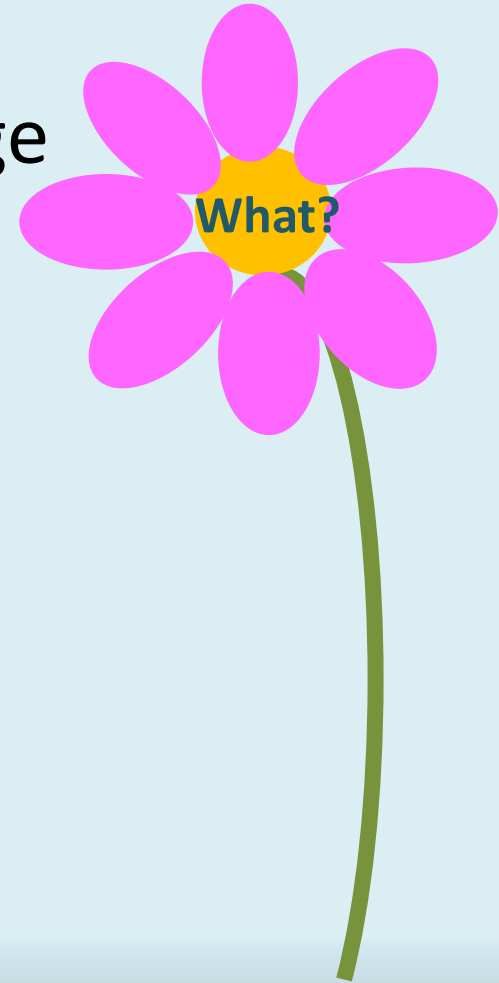
Just So... What?

- To what level?
- Back to the Why?
- Learning after the event – plan it in!



Just So... What?

- Different depths of *previous* knowledge
- Back to the Who?



How people learn

- The foliage behind the flowers – our foundation knowledge!

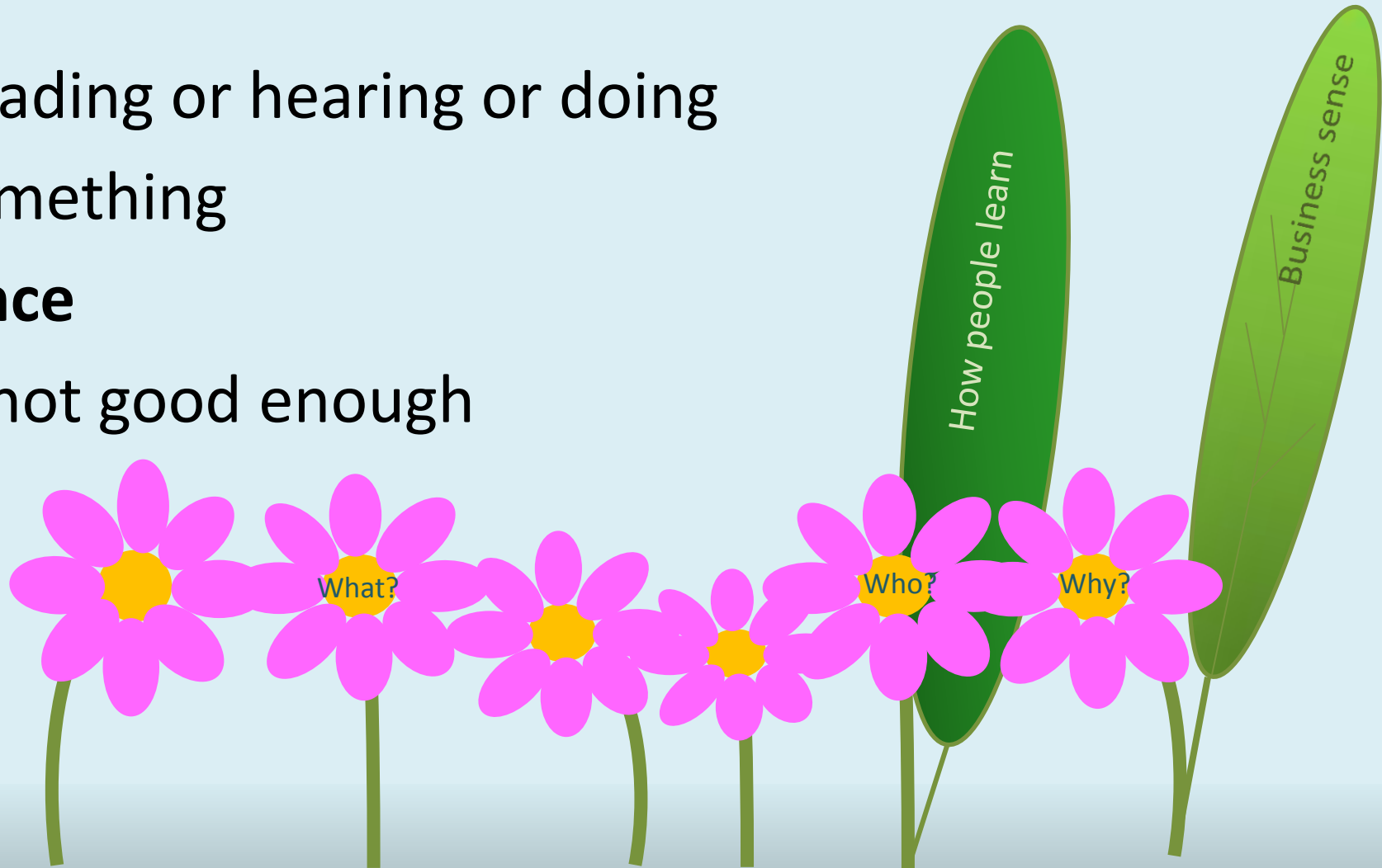


How people learn

Reading or hearing or doing
something

Once

is not good enough



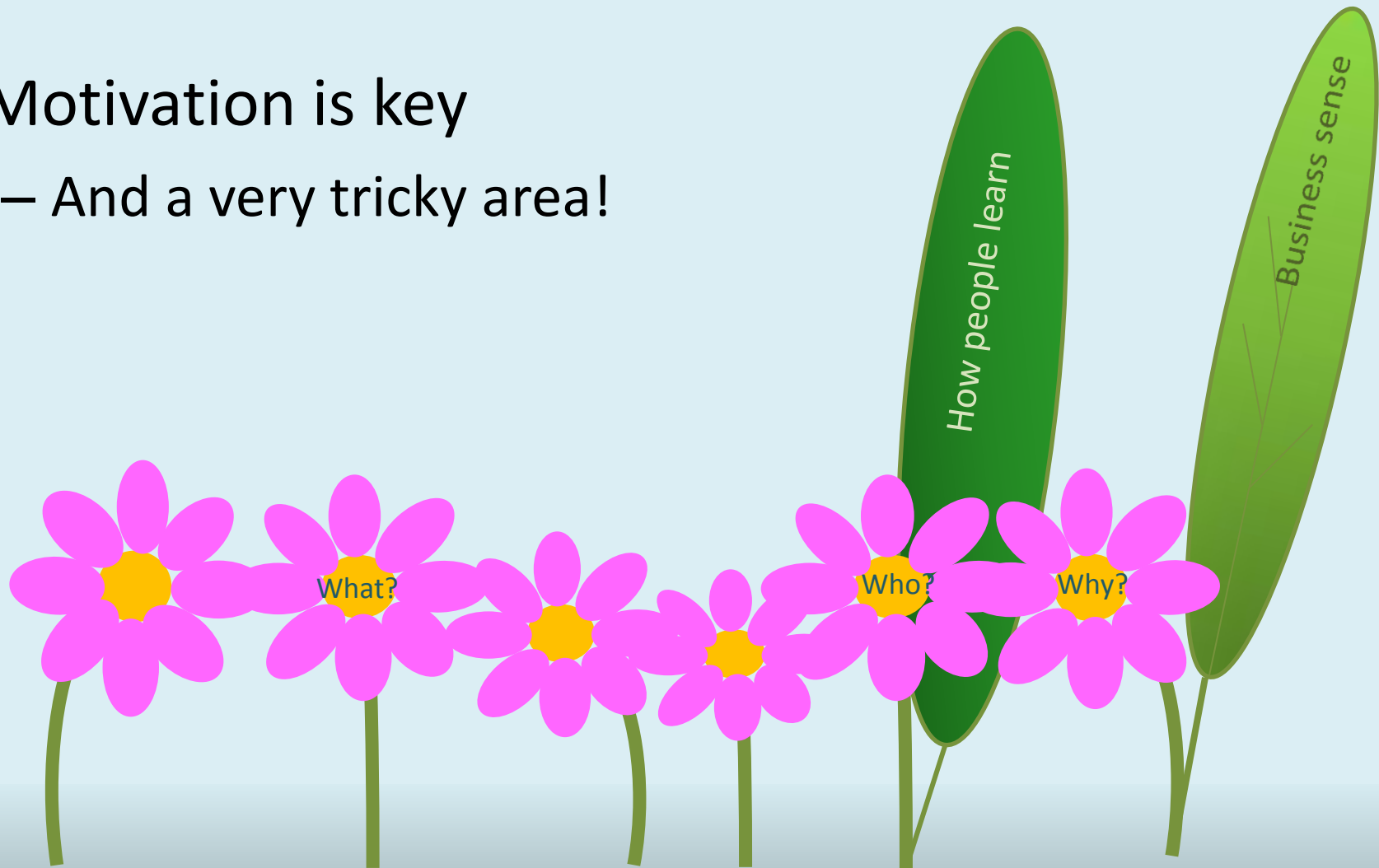
How people learn

People learn in all sorts of different ways



How people learn

- Motivation is key
 - And a very tricky area!



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WWW.WWH



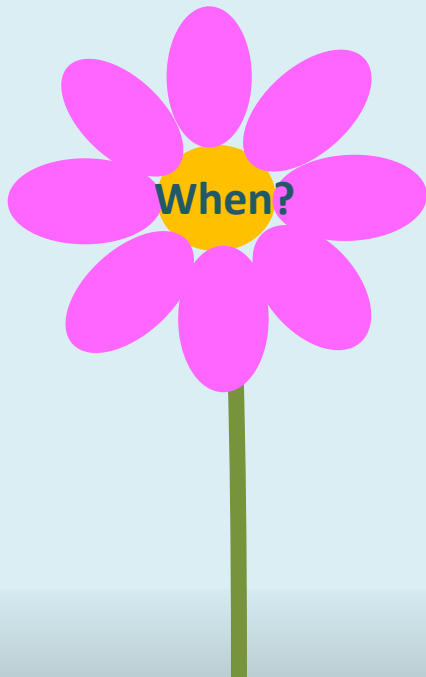
Just So... Where?

- Helps motivation –or not!
- Back to the business case



Just So... When?

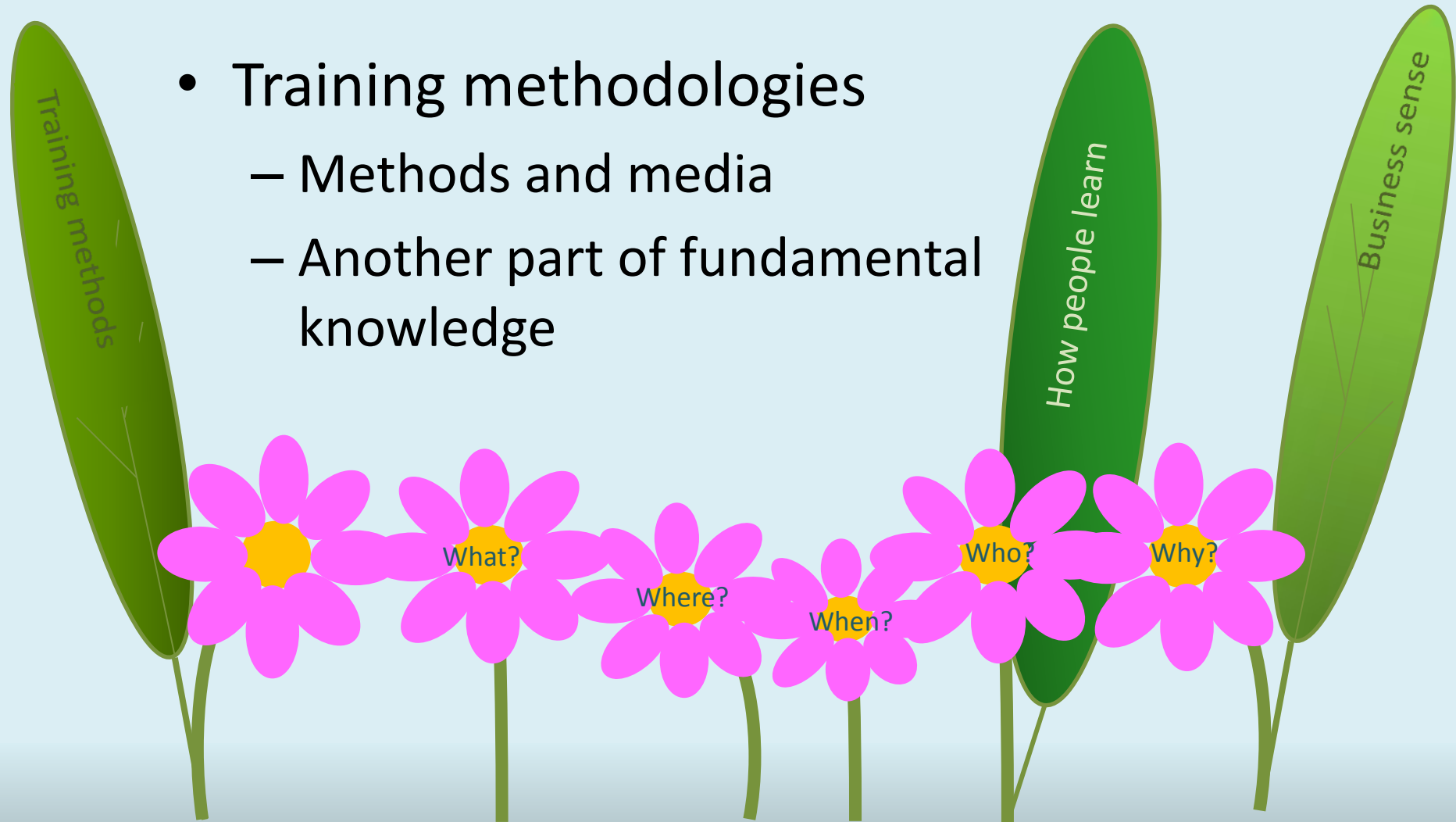
- Even greater connection to the business case!



- Frequently with far too little time available!

Your options

- Training methodologies
 - Methods and media
 - Another part of fundamental knowledge



Just So... How?

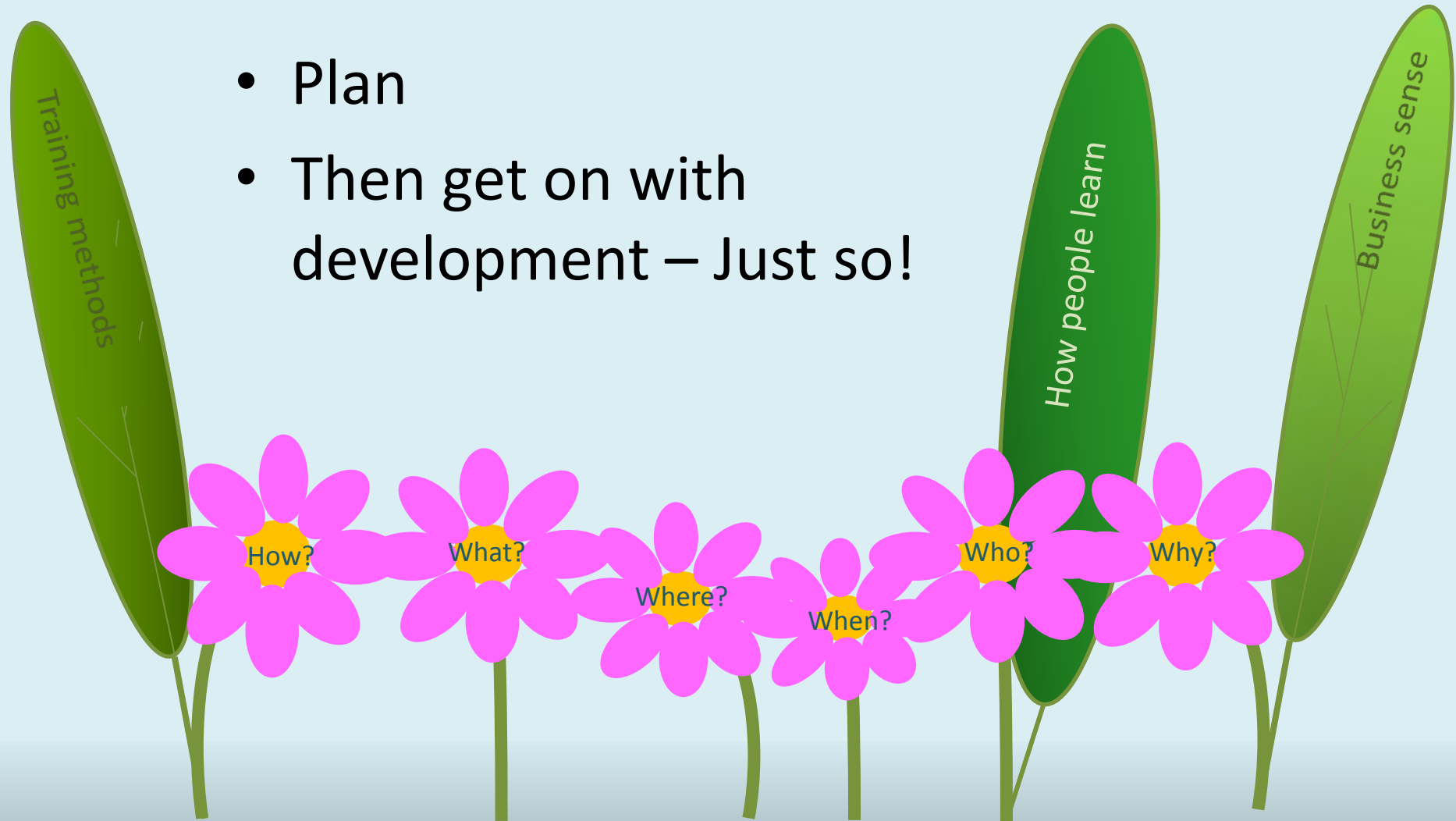
- Blend pulls it all together
- Art and science required
- The best bit!



How people learn

Just So... How?

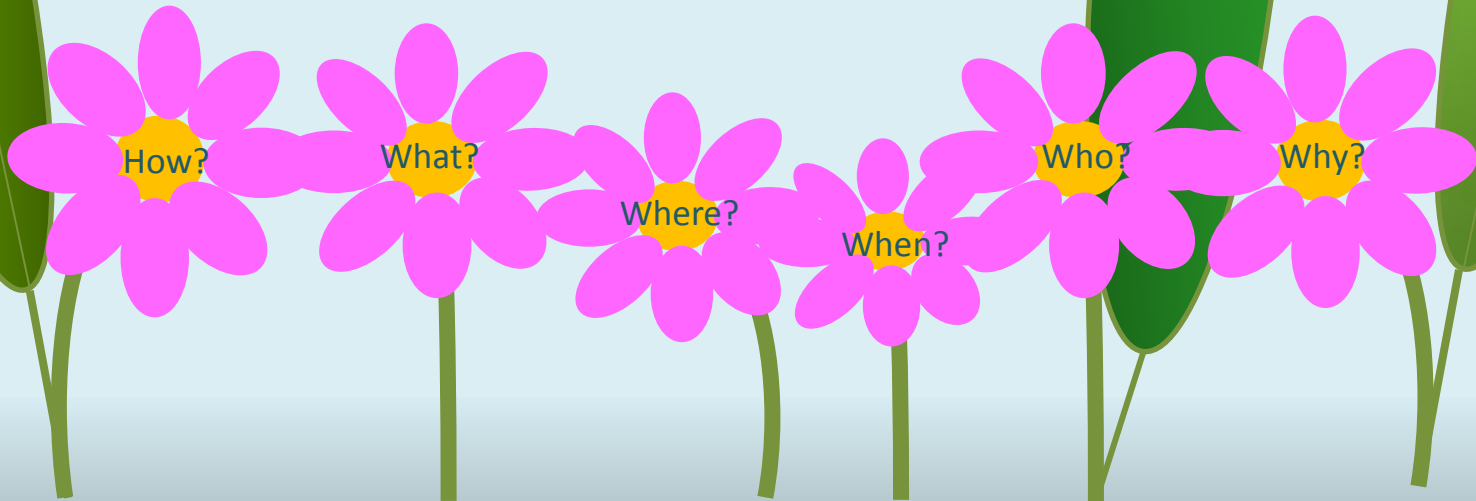
- Plan
- Then get on with development – Just so!



The 'Just So' Approach to Training Design

WWW.WWW.WWH

Why Who What When W How



Training methods

How people learn

Business sense