Training Charter : Instructional Design

Duration : 8 Hours

Training in instructional design for trainers is essential for those seeking to optimize the impact of their training programs. By understanding the principles of instructional design, trainers can create engaging and effective learning experiences that cater to diverse learners. This training equips trainers with the skills to set clear learning objectives, select appropriate instructional methods, and assess learning outcomes. Ultimately, mastering instructional design not only enhances the quality of training but also contributes to improved organizational performance and employee development.

1. Introduction to Instructional Design
   - Overview of Instructional Design
   - Importance of Effective Training
   - Role of Trainers in Instructional Design

2. Learning Theories and Models
   - Behaviorism
   - Cognitivism
   - Constructivism
   - Andragogy (Adult Learning Theory)
   - ADDIE Model (Analysis, Design, Development, Implementation, Evaluation)

3. Needs Assessment and Analysis
   - Identifying Training Needs
   - Conducting Training Needs Assessments
   - Analyzing Learner Characteristics and Context

4. Setting Learning Objectives
   - Writing Clear and Measurable Objectives
   - Bloom's Taxonomy and Learning Levels
   - Aligning Objectives with Training Goals

5. Designing Instructional Strategies
   - Selecting Appropriate Instructional Methods
   - Creating Engaging Learning Activities
   - Incorporating Multimedia and Technology

6. Developing Training Materials
   - Designing Content and Structure
   - Creating Training Modules and Materials
   - Ensuring Accessibility and Inclusivity

7. Delivery and Implementation
   - Facilitating Training Sessions
   - Managing Classroom Dynamics
   - Adapting to Different Learning Styles

8. Assessment and Evaluation
   - Assessing Learning Outcomes
   - Formative and Summative Evaluation
   - Feedback and Continuous Improvement

9. Training Evaluation and ROI
   - Measuring Training Effectiveness
   - Calculating Return on Investment (ROI)
   - Using Evaluation Data for Improvement

10. Trends and Future Directions
    - Emerging Technologies in Instructional Design
    - Adaptive Learning and Personalization
    - Globalization and Cross-Cultural Training

11. Case Studies and Best Practices
    - Real-world Examples of Effective Instructional Designs
    - Lessons Learned and Success Stories