



INSTITUTE FOR
LEARNING
PRACTITIONERS

Designing for Learning

Practical ideas and strategies for
maximising learning from training



Telephone 1300 768 660 in Australia
Email info@ilpworldwide.org
www.ilpworldwide.org

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The Need

As professional learning practitioners, our credibility and reputation depend on our ability to produce relevant learning from training, and to do so efficiently. This is the very least we must deliver, for without guaranteed learning there can be no payoff in the workplace, and the investment is a waste of time and money.

To achieve this requires a solid understanding of practical design techniques that can be used when formally developing programs and to 'design on the run'. The latter is especially important since every facilitator needs design skills.

Program Structure



You will be given access to an online support site from Day 1 of the workshop and issued a Certificate of Completion after submitting a satisfactory application story.

“ This has opened my mind to a number of very practical, powerful models for designing. I have gained a significant amount of knowledge and the workshop has provided an opportunity to look at training from a different perspective. ”

“ Excellent, more real practical examples than any other workshop I've been to. Valuable tools and processes that I feel I could explore and trial for a learning and development lifetime. ”



Workshop Content

The Designing for Learning program is based on unique research conducted by Professor Sylvia Downs at the Industrial Training Research Unit at Cambridge, and subsequently at the Occupational Research Unit at the University of Wales Institute of Science and Technology.

Her initial focus was on identifying ways to help individuals improve their learning, especially to cope with change in the workplace. Sylvia subsequently investigated why some trainers were more effective than others and what factors were blocking learning. Based on her research, she developed highly practical models and techniques that simplify training design and maximise learning.

Key Components of the Workshop

- The MUD Model of learning methods/strategies.
 - When errors are helpful in learning and when they are not.
 - Why learning styles are always of secondary importance.
 - How to identify the learning needs inherent in jobs or tasks.
 - The need for trainers to 'trigger' specific learning processes.
 - The Input-Process-Output Model of training methods.
 - Key criteria for selecting appropriate methods of training.
 - How to match training methods to what needs to be learnt.
 - Why blindly following adult learning principles is dangerous.
 - A simple yet highly effective method for gathering ideas from a group.
 - How to improve the predictability of learning outcomes.
 - Practical ways of increasing learner engagement and retention.
 - Seven 'Keys to Understanding' (types of questions).
 - How to use the Bucket Model to develop understanding.
 - Techniques for helping people learn procedures and processes.
 - Use of the THIRST Model to design training sessions/activities.
 - Analysis of learning activities to identify key design features.
 - How training can inadvertently block learning and how to avoid this.
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The Designing for Learning workshop models the 'productive learning' principles and methods that are the focus of the training.

“ This has been one of the very few workshops that I have left feeling that application (back at work) was built into the workshop and is not going to be a barrier. The days have absolutely flown. ”

“ The workshop content was clear and easy to understand. There are heaps of examples to take away, which can be used immediately (many courses/seminars don't provide actual tools – only the theory). ”



Who Will Benefit?

Anyone responsible for procuring, designing, delivering, recommending or evaluating training. The program has been attended by:

- Instructional Designers
- Training/Learning Facilitators
- L&D and Human Resource Managers
- Subject matter experts who are involved in training design/delivery
- In-company change agents who design and facilitate change interventions.

Fees (for public programs)

ILP Members \$880 + GST

Non-members \$990 + GST

In-house programs are also available.

Benefits

Designing for Learning is loaded with take-home value. You will receive research findings, innovative concepts, new methods, useful examples, shared insights, practical models/tools, and sample materials... and more.

The program provides a 'hands-on' understanding of how to design and deliver training that is impactful, enjoyable, and effective – training that leverages-up learning for maximum effect. It will stimulate and challenge your thinking about training and provide you with proven techniques that guarantee learning. This will enable you to:

- Deliver greater benefits and value from training.
- Provide a more effective service to key stakeholders.
- Better support strategic initiatives, e.g. the creation of a learning culture.
- Strengthen the role and credibility of training/development programs.

If you're keen to sharpen your skills... to deliver more effective training... to be operating at the leading edge... this is the program you've been looking for! It's a great investment in personal and professional development.

The Institute's strategic imperative is to improve the effectiveness and value of learning and development. We provide world-class professional development for learning practitioners, and work with organisations and individuals to get better results from learning initiatives.

“ I really enjoyed the workshop and have gained great knowledge. The content is exceptional and immediately useful to my role. ”



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Some More Professional Development Opportunities

Business Results Guaranteed

The Six Disciplines of Breakthrough Learning

This program has been developed by the authors of Fort Hill Company's best-selling book, *The Six Disciplines of Breakthrough Learning: How to Turn Training and Development into Business Results*. The workshop provides learning and business professionals with practical steps to increase the impact of any training program.

Program Structure: Preparation (minimal) + 2-day Workshop + Learning Transfer + Application Story

Facilitation Passport Programs – Your passport to facilitation excellence

The Facilitation Passport suite of programs is the Institute's answer to providing learning practitioners with highly practical facilitation training and recognition for their professional development.

It meets the important need for learning practitioners to acquire advanced facilitation know-how that is essential to world-class facilitation and not delivered by basic qualifications.

The suite consists of nine programs focused on specific facilitation processes and methods to use within a learning environment:

- Facilitating with Pictures
- Facilitating with Influence
- Facilitating Disruptive Learners
- Facilitating with Stories
- Facilitating Skills Practice
- Facilitating Experiential Learning
- Facilitating with Presence
- Facilitating with Visual Aids
- Facilitating with Emotional Intelligence

Program Structure – All of the programs in the suite comprise four phases:
Preparation (brief orientation activity) + Half-day Workshop + Learning Transfer + Application Story

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Programs for Managers and SMEs

We also offer programs to help managers and SMEs become more effective in delivering and supporting training.

[+ MORE INFORMATION](#)

Accreditation Programs

Our accreditation training equips learning practitioners with practical, research-based programs and facilitation processes that deliver significant benefits to their clients (internal and external).

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