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Instructional Design at Directions Training

Need assistance in creating course curriculum geared towards your organization's specific needs? Directions Training can assist in developing training content that is practical, effective, and scalable for your employees. Using a detailed instructional design methodology proven through years of successful training development and delivery, Directions Training will develop a program that's right for your training needs and budget. Each course is created using a rigorous five-stage design process to guarantee the quality and effectiveness of the finished product.

Directions Training's 5-Stage Instructional Design Process:

Analyze → Design → Develop → Implement → Evaluate

Analyze

Working closely with you, we identify specific requirements which will address the functional training needs of your organization. Next, we outline the optimum training program for your organization, and create a detailed project plan to ensure the program will meet all requirements. Directions Training delivers a comprehensive analysis of the training elements along with the estimated costs and timeframe for delivery of the recommended training program.

Design

The training outline developed in the Analyze phase is expanded to include course titles, detailed course descriptions, learning objectives, and course outlines. Each required topic and level of training to be provided is reviewed for the descriptions, training prerequisites, target audiences, course length, and specific content. A thorough and detailed course specification document for each training element is constructed during this phase of the design process.

Develop

Directions Training's instructional designer team develops a full set of training storyboards; once reviewed and approved by your team, our design team leverages these storyboards to begin building each training module.

The Develop stage of our design process includes complete course beta testing on-site at your location to verify that all requirements have been met and that all systems and technologies in use are compatible with the training products developed. Customer feedback continues through the beta test; client approval of the end product is required before moving to the next phase of the process.

Implement

Directions Training helps manage the implementation of the training program. Directions' team members can be involved in creating rollout and change management plans for your organization, the delivery of training modules and/or train-the-trainer sessions, and the management of the entire process from scheduling and registration through post-training support.

Evaluate

In addition to the ongoing evaluation of progress and deliverables during the four previous phases, Directions Training offers pre- and post-training assessments to help measure the effectiveness of planned knowledge transfer. Post-training evaluations are standard for all Directions-developed training programs, covering a variety of topics including course content, instructor effectiveness, relevance of training to role-specific needs, and overall participant satisfaction with the training program.

Contact a Directions' Enterprise Account Executive for more information.

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