



Exploring Instructional Design Models Transcript Summary

Summary

- **Instructional design models and approaches.** [0:00](#)
 - Shannon and Chris use different instructional design models, with Shannon prioritizing beginning with the end in mind and Chris relying on a loose framework of working with the end in mind.
 - Both Shannon and Chris acknowledge the importance of Bloom's Taxonomy in their work, with Shannon using it as a starting point and Chris referencing it as a guide.
 - Shannon and Kathy discuss the importance of leadership influence on training development.
 - Kathy shares how their boss's leadership style affects the structure of their training materials.
- **Instructional design models and their applications.** [5:30](#)
 - Jason discusses using VARK and K-Ib models to improve instructor training at ASCM.
 - Shannon argues against focusing on learning styles, instead using backward design and root cause analysis to address learning needs.
 - Shannon discusses ADDIE model, Bloom's Taxonomy, and instructional design.
- **Instructional design models and theories for effective learning.** [11:15](#)

- Shannon and Chris discuss using Bloom's Taxonomy to inform training activities and outcomes.
- Shannon emphasizes the importance of the nine events of learning in course development.
- Shannon shares a practice of adjusting the amount of yellow in her program to know when she's talking too much.
- Chris and Shannon discuss the importance of a conscious process in instructional design, with Chris seeking input from experts like Shannon.
- **Instructional design practices and the ADDIE model. [18:22](#)**
 - Kathy questions whether attendees are following a formal ADDIE process or incorporating their own methods.
 - Shannon emphasizes creativity in designing training programs, despite using the 9-event model.
 - Shannon emphasizes the importance of starting with learning objectives in the ADDIE model.
- **Instructional design theories and their applications. [25:36](#)**
 - Chris and Shannon share their approaches to designing workshops, using storyboarding and cognitive load theory as guides.
 - They emphasize the importance of understanding the learners' needs and goals, and using that information to inform the workshop design.
 - Shannon discusses the different types of cognitive loads in learning designs, including germane cognitive load, which is when learners can understand, process, and apply material.
 - Shannon argues that instructional design is not dead, but evolving, and that it's important to have a mental grasp of the foundation of learning design to innovate and experiment with new solutions.
- **Shortening training sessions due to attention span myth and interest-based learning. [30:57](#)**
 - Shannon emphasizes the importance of understanding and responding to changes in learning preferences and technological advancements.
 - People prefer engaging content over length, despite common beliefs.
- **Designing engaging training programs using creative visuals and audience insights. [35:24](#)**

- Shannon and Jason discuss the potential for innovative in-house training programs to challenge the traditional "death by PowerPoint" approach.
- Shannon shares her experience switching from PowerPoint to Canva for visual design, emphasizing the importance of knowing your audience and using different design models.
- **Using ADDIE model for instructional design with emphasis on review and evaluation. [40:01](#)**
 - Shannon emphasizes the importance of reviewing and evaluating the instructional design process at each stage to ensure it's on the right track.
 - Jason shares a personal experience where a lack of review led to backtracking and wasting time in the development process.
 - Jason and Shannon discuss project management and building relationships.
- **ADDIE model and Agile development, emphasizing iterative approach and stakeholder feedback. [44:46](#)**
 - Shannon explains that ADDIE is still relevant and hidden within other models, like Agile.
 - Heather asks how to make ADDIE more agile, with Shannon suggesting iterating and checking with stakeholders.
 - Agile development prioritizes iteration and rapid feedback over perfection.
- **Instructional design, agile model, and learning evaluation. [49:58](#)**
 - Shannon emphasizes the importance of understanding Agile models and making them work for your workplace.
 - Heather agrees, citing the need to move away from rigid, linear models and towards more flexible, concurrent approaches.
 - Shannon discusses the importance of learning evaluation in instructional design.
 - Jason shares his weekend weather forecast, which includes rain.
 - Shannon and Jason discuss the weather in California and how it's not always cold and snowy, despite the kids not going to school in zero degree weather.