



Exploring Instructional Design Models Chatbox

11:01:36 From Heather Varney to Everyone:

Good morning!

11:04:15 From Chris Karam to Everyone:

Very excited to be here, and thank you for this opportunity to learn more with this group!
Apologies up front...I'll need to jump off early for a workshop that I'm running

11:09:06 From Tamaki Stiles to Everyone:

I still use the ADDIE model as a guide. I then modify it as needed, say, adding business needs analysis

11:09:16 From Heather Varney to Everyone:

I look for the "right" problem to solve. In the corp world, what the training requests isn't the right problem to solve for, so it's like a root cause analysis then getting to the end user or as close as I can to learn what is it they really need here.

11:09:32 From Jaclyn Jackson to Everyone:

I'm with an association too - Association for Supply Chain Management. I run the instructor program with them.

11:10:54 From Annette Wisniewski to Everyone:

Replying to "I still use the ADDI..."

That's my approach too, embedding agile /iterative as needed

11:11:29 From Heather Varney to Everyone:

lol

11:13:37 From Heather Varney to Everyone:

That sounds like just moving towards designing to the actual skills needed. If it's hands-on learning. ok. If they need to listen or verbalize. ok.

11:13:47 From Chris Karam to Everyone:

Reacted to "That sounds like jus..." with 👍

11:17:34 From Annette Wisniewski to Everyone:

When I am asked to create training, I always take a step back and ask what the business goal is (what problem are they trying to solve), then who are the stakeholders, and what does success look like. Then I ask other questions related to Gilbert's behavior model to confirm that training is at least part of the solution. That's my informal analysis approach. After that, then figure out learning objectives, and iterate possible design solutions.

11:17:43 From Heather Varney to Everyone:

Reacted to "When I am asked to c..." with 👍

11:18:09 From Tamaki Stiles to Everyone:

Reacted to "When I am asked to c..." with 👍

11:22:26 From Shannon Tipton to Everyone:

<https://www.simplypsychology.org/conditions-of-learning-gagne.html>

11:23:56 From Heather Ross to Everyone:

I was absolutely an accidental Instructional Designer. I try to make sure that we identify the goals and speak to those things in the course. Giving context and making the users interact instead of putting the course on autoplay and walking away is a definite goal

11:24:32 From Jason Dreyer to Everyone:

Me

11:24:36 From Heather Varney to Everyone:

We have used Gagne in creating training, but have found over time, it made training really redundant in format. So we've moved away from it as a formal model.

11:24:58 From Tamaki Stiles to Everyone:

Same here

11:24:58 From Heather Ross to Everyone:

Replying to "I was absolutely an ..."

Cammy Bean is the reason I have not collapsed into a black hole of imposter syndrome.

11:25:42 From Heather Varney to Everyone:

We had to create an outline/training that followed ALL elements, in order, every. single. time. It took away novelty and some creativity for us designers and the learners.

11:26:11 From Jason Dreyer to Everyone:

Reacted to "{1B9C1B39-CABB-44F1-B873-EA3982F5B9F2}.png" with 🤔

11:26:25 From Heather Varney to Everyone:

The idea for the conditions are good ID basics, but don't lock yourself into such rigid "models".

11:26:37 From Heather Varney to Everyone:

Reacted to "{1B9C1B39-CABB-44F1-B873-EA3982F5B9F2}.png" with 😊

11:26:56 From Chris Karam to Everyone:

I'm often an accidental instructional designer if that means I'm not always intentional and/or applying a model (tho sometimes I'm using a model and only taking bits and pieces...sometimes because it's too hard to make the model work and sometimes because I think it doesn't make sense)

11:27:05 From Chris Karam to Everyone:

Reacted to "{1B9C1B39-CABB-44F1-B873-EA3982F5B9F2}.png" with 🤔

11:27:27 From Heather Varney to Everyone:

The way I look a models and theories are they are just that, models and theories that can and need to change as our work and world changes. We shouldn't be using the same models that were used 75 yrs ago.

11:27:43 From Heather Ross to Everyone:

Reacted to "The way I look a mod..." with 🙌

11:27:47 From Jason Dreyer to Everyone:

Reacted to "The way I look a mod..." with 🙌

11:28:43 From Heather Ross to Everyone:

Replying to "The way I look a mod..."

The way we absorb information has changed drastically in the last 75 - let's face it, the last 20 - years. The way we deliver it should also change.

11:29:00 From Jason Dreyer to Everyone:

Replying to "The way I look a mod..."

In the last 4 years really

11:29:09 From Heather Varney to Everyone:

ADDIE wasn't fast enough for the speed of change in business. By the time we got through it, it was outdated content already. Agile models worked a bit better.

11:29:22 From Heather Varney to Everyone:

Reacted to "The way we absorb in..." with 🙌

11:29:56 From Heather Ross to Everyone:

Replying to "The way I look a mod..."

Some of us have been doing remote delivery since 2005-6

11:30:09 From Jason Dreyer to Everyone:

Reacted to "Some of us have been..." with 🙌

11:30:29 From Heather Ross to Everyone:

Replying to "The way I look a mod..."

I had sooooo much sympathy for my kids' teachers in 2020

11:30:50 From Heather Varney to Everyone:

Reacted to "Some of us have been..." with 🙌

11:31:33 From Heather Varney to Everyone:

Replying to "The way I look a mod..."

It was painful to watch what my BF's kids had to go through for that online teaching stint.

:(

11:32:10 From Chris Karam to Everyone:

that's so very kind of you Shannon...that we're probably already doing it :)

11:32:21 From Justine Jardine to Everyone:

Reacted to "ADDIE wasn't fast en..." with 👍

11:32:59 From Heather Varney to Everyone:

Oh, oh! Cognitive load I deal with all the time with my hearing loss. I "listen" by reading so that's already doing 2 visual things at once, then watching someone show something onscreen visually too...it's overwhelming at times.

11:33:38 From Heather Varney to Everyone:

I read that. A good post!

11:33:46 From Chris Karam to Everyone:

Reacted to "I read that. A good ..." with 👍

11:34:37 From Heather Ross to Everyone:

Millennials killed instructional design ;)

11:34:57 From Heather Varney to Everyone:

I think the part about constantly changing in the ID world is what I like most. It's always something new to learn and try.

11:35:36 From Heather Ross to Everyone:

It was The Buggles - the first video played on MTV when it launched was "Video Killed the Radio Star"

11:35:57 From Heather Varney to Everyone:

and then we got podcasts. lol

11:36:27 From Shannon Tipton to Everyone:

<https://www.digitallearninginstitute.com/blog/mayers-principles-multimedia-learning>

11:37:01 From Jason Dreyer to Everyone:

I hear this all the time, "can you keep it around 20 minutes?"

11:37:09 From Chris Karam to Everyone:

Reacted to "I hear this all the ..." with 👍

11:37:29 From Heather Varney to Everyone:

Currently trying out Synthesia...it's good, but it's not perfect. AI can enhance things, but I don't see it replacing all we do. We do SO many things as IDs.

11:37:43 From Jaclyn Jackson to Everyone:

I think that also applies to ppl doing instructional design - wearing multiple hats and having limited time to do the research, familiarize ourselves or reminding ourselves of the theories, and then putting them into practice. Applying it.

11:37:54 From Heather Varney to Everyone:

Reacted to "I think that also ap..." with 🙌

11:38:07 From Heather Ross to Everyone:

Reacted to "I think that also ap..." with 🙌

11:38:40 From Chris Karam to Everyone:

Reacted to "I think that also ap..." with 🙌

11:38:43 From Heather Varney to Everyone:

Have to understand WHY you are fine watching something for 9 hrs. How does it hold your attention? That's what we need to look for.

11:40:21 From Chris Karam to Everyone:

Sorry to jump off, learning so much from everyone. Thank you Shannon and all!

11:40:48 From Heather Ross to Everyone:

Even today, people think in-house training is going to be "death by PowerPoint". These are the same people who create slides with paragraphs on them for every meeting and read through them.

11:40:51 From Heather Varney to Everyone:

a lot of work to hope they buy in though. don't always have much time to build stuff.

11:41:29 From Heather Varney to Everyone:

Try taking some calculated risks to throw something novel in once in awhile. lol

11:42:06 From Heather Varney to Everyone:

Just don't try to do something besides standardize PPT slides for an exec group! Just the bullets, please. lol

11:42:37 From Heather Varney to Everyone:

More know your audience there.

11:43:16 From Heather Ross to Everyone:

Replying to "Just don't try to do..."

There's a difference between what should go on the slides and what should be in a handout, precis, executive summary. PPT gets a bad rep because people use it as a handout.

11:43:32 From Jaclyn Jackson to Everyone:

Reacted to "There's a difference..." with 👍

11:43:50 From Heather Varney to Everyone:

As media rich as our world is these days, looking to the film/media industry for best practices is a good practice for IDs.

11:45:14 From Heather Varney to Everyone:

Reacted to "There's a difference..." with 👍

11:46:06 From Heather Varney to Everyone:

PIVOT! yep

11:46:41 From Heather Ross to Everyone:

<https://www.amazon.com/Leaving-Addie-SAM-Developing-Experiences-ebook/dp/B0BRVGV4K>

Q

SAM (Successive Approximation Model) does this practice

11:46:50 From Shannon Tipton to Everyone:

Reacted to "https://www.amazon.c..." with 🙌

11:49:17 From Heather Ross to Everyone:

Replying to "As media rich as our..."

Training Magazine Network did a great webinar on this at the beginning of March called
What I Learned About Training at the Movies

11:49:33 From Heather Varney to Everyone:

Reacted to "<https://www.amazon.c...>" with 

11:49:37 From Heather Varney to Everyone:

Reacted to "Training Magazine Ne..." with 

11:50:26 From Heather Varney to Everyone:

yep

11:51:44 From Heather Varney to Everyone:

Faster ideation then pilot and revise.

11:52:09 From Kathy Treadway to Everyone:

Reacted to "Faster ideation then..." with 

11:52:40 From Heather Varney to Everyone:

smaller changes over time, from feedback received and observations work to improve training in a fast-paced world better than ADDIE did. We never got ADDIE formatted projects launched because they changed too much during the lengthy process.

11:53:44 From Heather Varney to Everyone:

also, start small on new ideas or programs, then scale if it works.

11:54:37 From Heather Varney to Everyone:

What she said, yep

11:55:04 From Heather Ross to Everyone:

YEEEEES.

11:56:00 From Heather Varney to Everyone:

Like 'old-school' structured, formal.

11:56:24 From Heather Varney to Everyone:

YEESSSS! lol

11:56:24 From Annette Wisniewski to Everyone:

Agile also requires frequent access to stakeholders / target audience... not easy if you are billing client time

11:56:26 From Heather Ross to Everyone:

I have NEVER been in an environment where we could do each step of ADDIE to completion

11:56:46 From Heather Varney to Everyone:
Replying to "I have NEVER been in..."

Lucky. It's painful in the corp world.

11:57:26 From Shannon Tipton to Everyone:
<https://www.atlassian.com/agile>

11:57:39 From Heather Ross to Everyone:
Replying to "I have NEVER been in..."

Solidarity, my sister in both corporate environment and in name

11:58:09 From Heather Varney to Everyone:

Gotta drop for another meeting. Great discussion as usual!

11:58:28 From Shannon Tipton to Everyone:

<https://www.learningrebels.com/event/solving-learning-measurement-mysteries-the-facts-and-no-thing-but-the-facts/>

11:59:08 From Jaclyn Jackson to Everyone:

Same here. Thanks for helping to get my juices flowing!

11:59:20 From Tamaki Stiles to Everyone:

Great conversation!

11:59:23 From Annette Wisniewski to Everyone:

Thank you!

11:59:39 From Shannon Tipton to Everyone:

<https://www.learningrebels.com/event/the-art-of-subject-matter-expert-collaboration/>