



ADDIE: Your Roadmap to Instructional Design



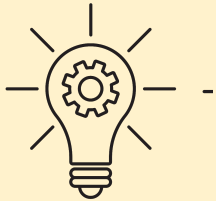
ANALYZE: Identify the learning need.

Key questions:

- What are the learning objectives?
- Who are the learners (e.g. their job role(s), background, learning needs)?
- What are the challenges or constraints?
- What are the Key Performance Indicators tied to this content?

Outputs:

- Audience analysis
- Learning objectives
- Project scope



DESIGN: Create a detailed game plan for the learning experience.

Key questions:

- What content and methods will be used?
- How will learners be assessed?

Outputs:

- Course outlines
- Storyboards
- Assessment plans



DEVELOP: Build the course materials.

Key actions:

- Develop instructional materials (e.g. videos, Rise, e-learning, quizzes).
- Test the content for accuracy and engagement.

Outputs:

- Completed learning materials ready for testing and review



IMPLEMENT: Deliver the training.

Key actions:

- Train the trainers or set up LMS for online delivery.
- Launch the course to learners.

Outputs:

- Delivered training
- Participant feedback



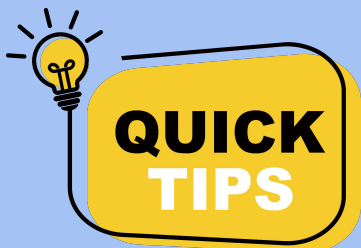
EVALUATE: Assess effectiveness.

Key types:

- **Formative Evaluation:** During development to improve content
- **Summative Evaluation:** After implementation to measure learning outcomes

Outputs:

- Data-driven insights for improvement



- **Align objectives:** Ensure learning objectives align with organizational goals or performance metrics.
- **Engage stakeholders:** Identify and involve key players in every phase.
- **Iterate and improve:** Use feedback from evaluation to enhance your courses and content.
- **Keep learners at the center:** Focus in relevance and application to real-world challenges.