

Module 1: Designing Learning

1. Cognition and Adult Learning Theory

The Role of Adult Learning Theories in Designing Instruction
Four Theories of Learning and Instruction
Abraham Maslow's Hierarchy of Needs
Malcolm Knowles's Adult Learning, or Andragogy
Adult Development Theories
Three Types of Learning and Bloom's Taxonomy
Differences Between Teaching and Facilitating Learning
Guidelines for Facilitating Learning
Individual Characteristics of Learning
Theories of Learning and Memory
The Learning Brain Model
Neurolinguistic Programming and Modes of Learning
External and Environmental Influences
Multiple Intelligences

2. Instructional Design Theory and Process

Principles Guiding Training Design
Theories and Models for Designing Instruction
Basics of Course Design
Basics of Course Development

3. An Exploration of Instructional Methods

Instructional Strategies
Active Training Techniques
E-Learning Techniques

4. Various Delivery Options and Media

5. Job and Task Analysis and Competency Modeling

6. Content Knowledge and Content From SMEs

Collaboration With SMEs to Identify Instructional Needs

7. Assessment Methods and Formats

The Purpose of Needs Assessment
Steps to Conduct a Needs Assessment
Levels of Needs Assessment
Data-Collection Methods
Results of Needs Assessment

8. Learning Technologies and Support Systems

9. New and Emerging Learning Technologies and Support Systems

10. Business Strategy, Drivers, or Needs Associated With Learning Interventions

11. Research Methods

12. Individual, Group, and Organizational Differences That Influence Learning

13. Legal and Ethical Issues Related to Designing Learning

14. Differences Between E-Learning and Traditional Courses

Comparison of Classroom Training and E-Learning
Advantages of E-Learning
Disadvantages of E-Learning
Advantages of Classroom Learning
Disadvantages of Classroom Learning
Blended Learning
E-Learning Implementation and Evaluation Considerations

15. Design of Information Displays, Access, and Resources

16. Glossary

17. Answer Key

18. Index