

Planning

Section 2 Learning Methodology

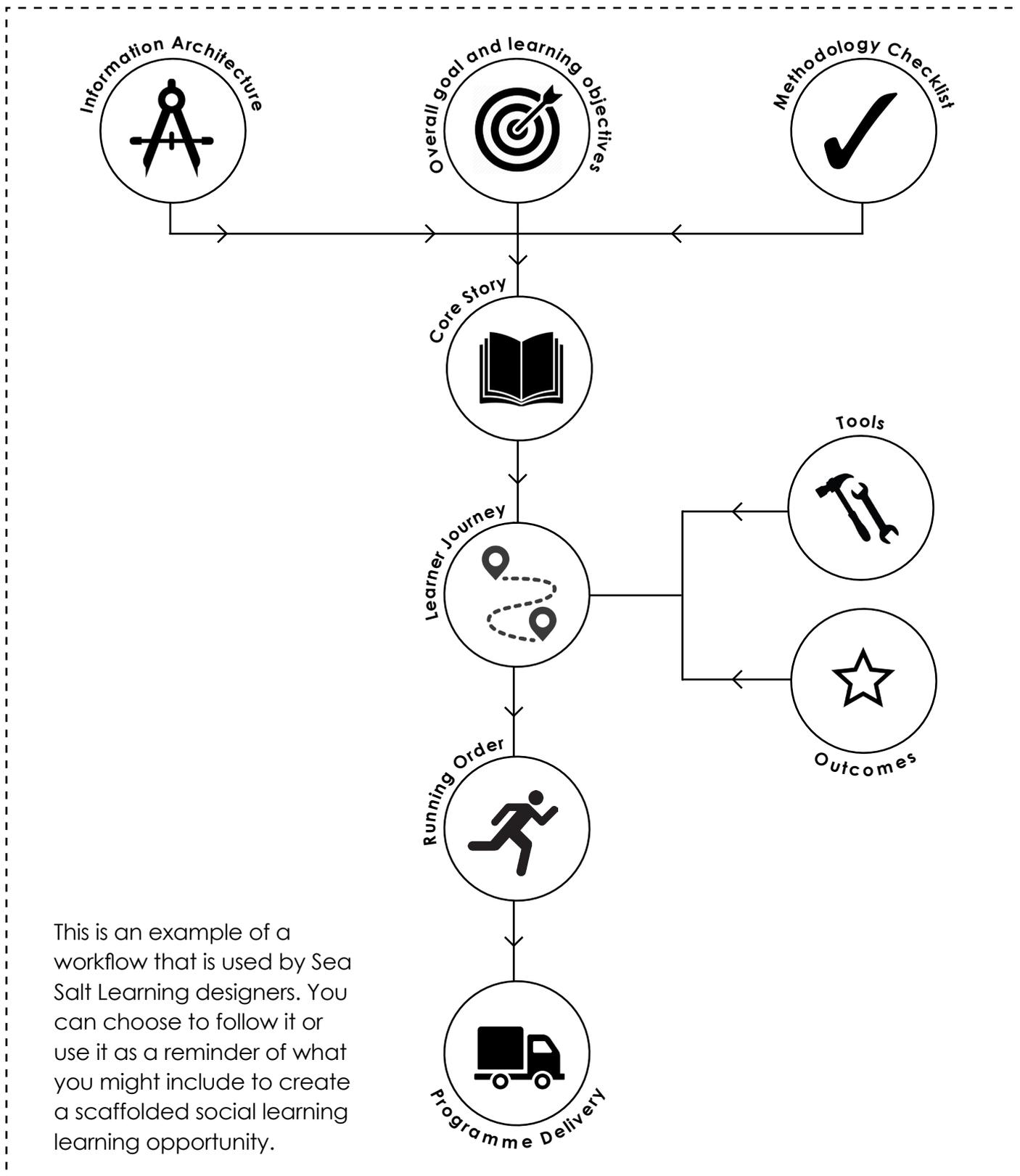


Find out more at
bit.ly/AcademyLearningArchitecture

Planning

Example: Learning Design Workflow

This chart leads you, as learning designer, through the analysis, decision points and creative points necessary to produce a scaffolded social learning course.

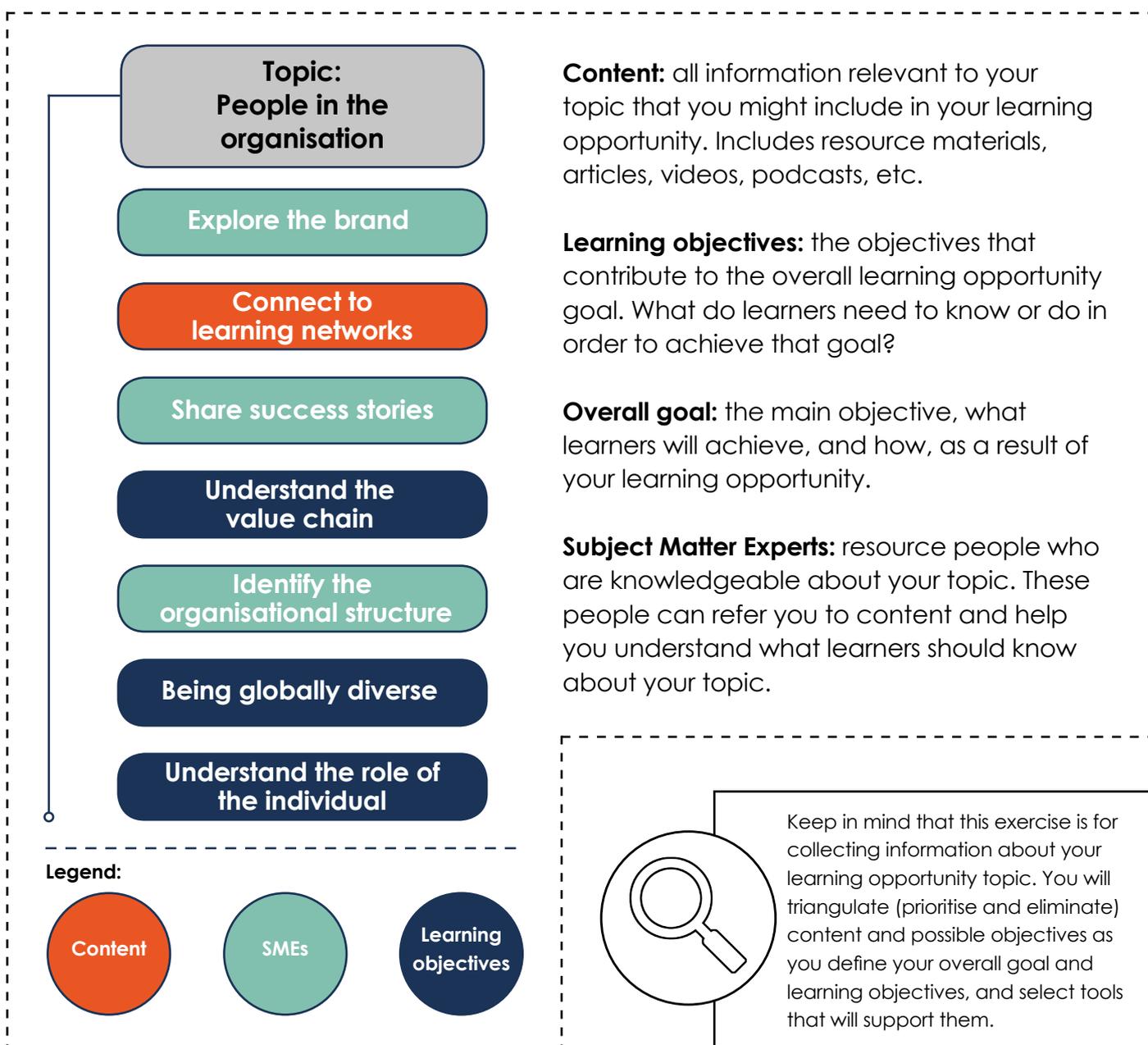


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Create an Information Architecture

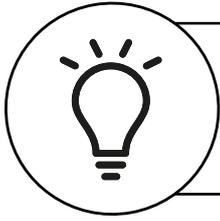
Information Architecture just means exploring which resources and material already exist that relate to your topic. The goal of this step is to analyse these existing resources to create a map of the content* that you want to either include, or use as inspiration. It will also help you to decide on your learning objectives, as these will be linked to the content you include.

- What content exists already? What resources and materials exist? These could be documents, articles, tools, etc.
- Who can you ask for additional information? Identify Subject Matter Experts* (SMEs) that can inform your topic or target audience and interview them.
- What are the possible learning objectives that you might include?



An example Information Architecture for a new starter orientation

Create an Information Architecture (cont.)



Use this table to create a list of all the existing **content**, any **SMEs** and **Learning Objectives** which feed into the overall goal.

Subject Matter Experts	Content	Learning Objectives

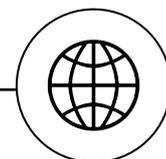
Once you have mapped the existing content and possible learning objectives that you hope will help your learning programme to meet its overall goal, you'll also have an idea of your Core Story. You can now apply the Learning Methodology to prioritise which content to include, based on that Core Story.

Define your Overall Goal and Learning Objective

Before undertaking the design of your learning opportunity, you had a topic in mind, a general idea of what your learning opportunity will be about, perhaps based on a needs assessment that you conducted with your target audience.

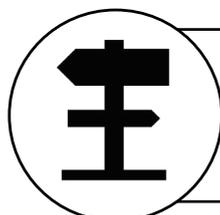
You exposed that topic, researching any content that you could use and interviewing experts in that topic to better understand it and what learners should get out of it. Now it is time to do something with the knowledge you have gained about that topic to create an overall goal for your learning opportunity.

1. Consider what your learners will get out of your programme. Choose an overall goal for learners to work towards based on their needs.
2. Throw down all your ideas on the competencies* or skills, knowledge, attitude and behaviours learners will need to achieve to attain your overall goal.



Alnap.org. (2012). Core Humanitarian Competencies Framework.

<http://bit.ly/CoreHumCompetenciesFramework> Core Humanitarian Competencies Framework (CHCF): Tools, guidelines and methodologies



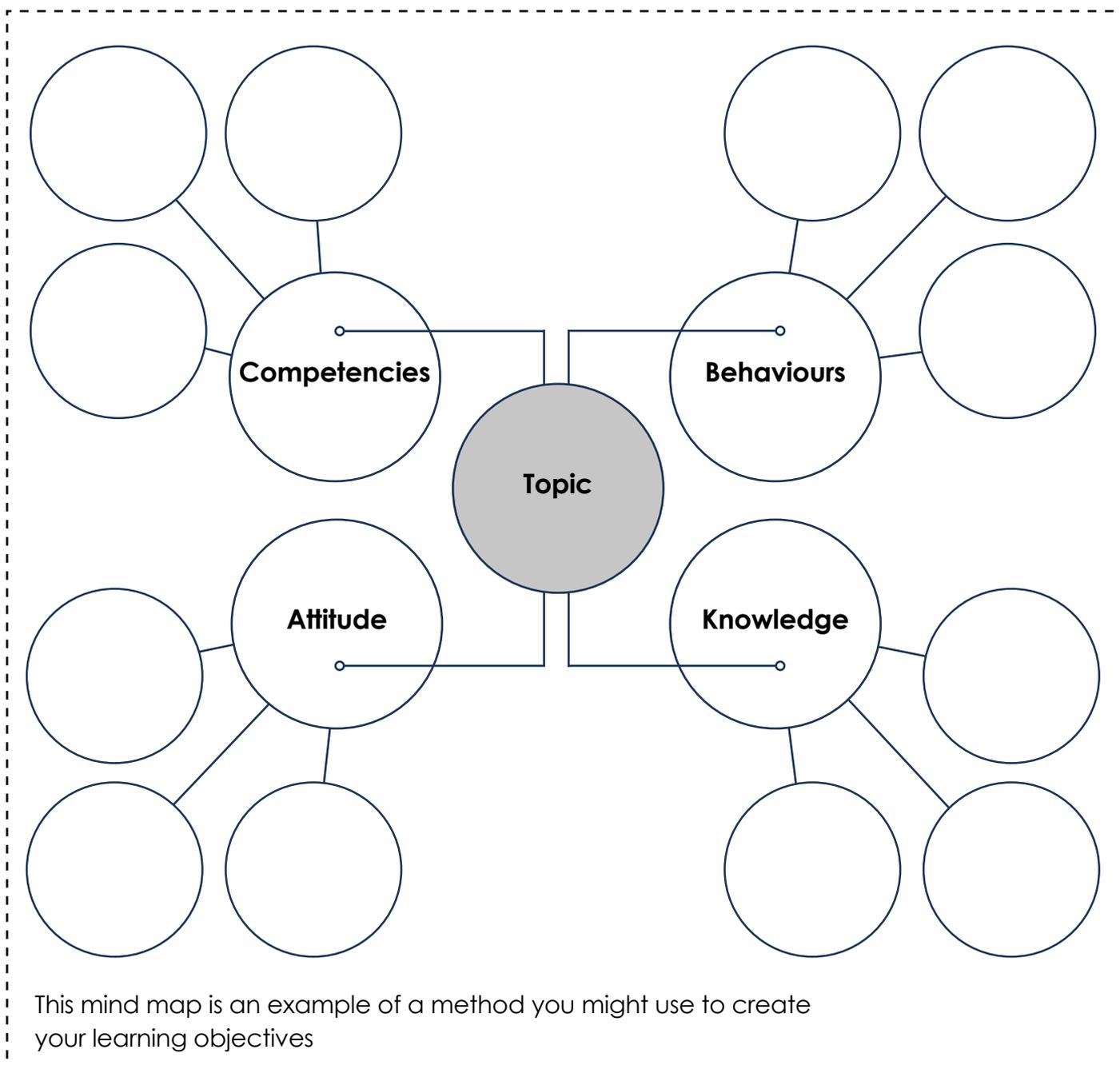
Now is not the time to focus on the 'how' but the 'what' and 'why'. Refer to the Learning architecture cards to familiarise yourself with the tools or 'how' learners will attain that goal with a scaffolded social learning approach.

Example:

The overall goal is to help learners use coaching and mentoring techniques to motivate and support colleagues.

Create your Learning Objectives

Learning objectives will help you decide the content, tools and outcomes for your learning opportunity. Based on your work in creating an Information Architecture, which includes a variety of sources of information on your topic, mind map the competencies or skills, knowledge, attitude and behaviours learners will need to attain your overall goal.



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3. Now, turn your ideas into objectives by using verbs. At this stage, they don't need to be realistic; you don't need to know how learners would actually achieve them.

It might be useful to think of Bloom's taxonomy to describe your objectives through thinking skill words like: **“remember”**, **“understand”**, **“apply”**, **“analyse”**, **“evaluate”** or **“create”**

Example:

Learning objective is to explore coaching and mentoring approaches by curating information.



How will you check your learning objectives? Verify you are on the right track by asking a trusted colleague and/or subject matter expert to look them.