



FIND THE KIOSK!

You've been there before.

You're at the airport or a shopping mall and are in *need* of a coffee!

You look for the kiosk and locate your barista of choice. You've now determined where you "want to be."

Then you look for the big red X on the kiosk map that says "You Are Here" and you plot out your route to reach your java goal.

Coincidentally, this is the same process that you go through when designing a training program- coffee optional!

When designing a training program, we first start out with where we want our target audience to be in terms of skills, knowledge and attitude (KSA) and write the appropriate instructional objectives for the session. This is our "want to be" goal.

We then take a deep dive into the equivalent of "You Are Here" by determining where our learner's starting point is. We do that by some very cool analysis tools like:

- Target Population Analysis
- Goal Analysis
- Performance Analysis
- Task Analysis

- Contextual Analysis

You get the picture.

We then work backward and determine the gap between where we want them to be and where they currently are. This gap drives the design of the training program. How do you “move” the learners from where they are to where they need to be? You ensure that your design includes the right methodology to match each objective.

For more information on choosing methodology, design analysis tools and more, click [HERE](#) to check out our *How to Design Effective Training Programs* and our *Certified Instructional Systems Designer* workshops.

You can even bring your coffee!

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