



## Need a Soft Pretzel?

You know the feeling.

You're walking along in a mall or airport and just **HAVE TO** have a soft pretzel or another favorite treat.

You can't shake the feeling, so you go in search of one of those electronic maps.

Once you locate one, you see in big red letters, **YOU ARE HERE**.

You locate where you need to be (the soft pretzel stand) and then figure out the best path to get there.

Believe it or not, this is the way we design training programs – sans the soft pretzel!

We start with where we want our *learners* to be in skills, knowledge, and attitude.

We determine this by looking at the competencies they need to be productive in their job, both skills and knowledge.

Then we work *backward* and determine the learners '**YOU ARE HERE**' location or where they are starting from.

We identify the learner's current knowledge and skills by performing various assessments such as target population analysis, task analysis, performance analysis, goal analysis, etc.

We then start the *instructional design process* at the '**YOU ARE HERE**' location and craft a learning experience to help the learners travel to where they **NEED TO BE** in

knowledge and skills. This path is built through the design process.

The end of the journey, or NEED TO BE location, is described by instructional objectives.

The vehicles we use to help learners “travel” from one place to another are the methods we use.

For more information on the design process, types of needs assessments, writing instructional objectives and choosing/crafting the best learning experiences, we have developed the following resources just for you:

***Plan Training for Results\****

One day workshop  
DC Metro Area  
May 22, 2019

***How to Craft Amazing Learner Materials and Activities\****

One day workshop  
DC Metro Area  
May 23, 2019

***Certified Instructional Systems Designer (CISD)***

Four, 4-hour VILT sessions  
November 6, 8, 12, 14, 2019

***Go Figure? A Handful of Needs Assessments  
and  
Write Instructional Objectives– Drive Design & Learning***

Training Essentials Virtual Minis  
60 minute virtual sessions

***\*Fall dates available in DC and SoCA locations***

Now, let’s go find that soft pretzel!

**Cheers,  
Team M&M  
Maria Chilcote & Melissa Smith  
Managing Partners**



**The Training  
Clinic**

We're all on this journey together!

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