



## ROADTRIP!

Road trips are *SO* exciting!

The excitement starts with the planning because there are *tons* of questions to consider like:

- *Who's coming?*
- *Where should we go?*
- *What's the best/most scenic route?*
- *Who's bringing snacks?*

Getting on the *other side* of the planning is just as fun.

Just think of all of the new things we experience and learn. And, of course, all of the memories we make!

*Ahhh.....*

Believe it or not, our job when designing training is much like planning for a road trip – a **learning** road trip!

We need to consider *similar* questions:

- *Who are the learners?*
  - *What do they need to be able to do or know?*
  - *What are the best methods to use?*
- Who's bringing the snacks? Okay. That one is the same.*

The bottom line is that when designing training, we need to first determine the **business need** for the training and then **START** at the end of where we want the

learners to be.

Then we need to *discover*, through an assessment process, where our learners are starting.

The distance between *where they are* and *where they need to be* is the design of our training!

To learn more about creating a well-designed training experience, we've put together some great resources for you! Just click on the titles below:

### ***Plan Training for Results***

One-day workshop  
October 15 - So. CA  
November 4 - DC Metro area

### ***How to Craft Amazing Learner Activities & Materials***

One-day workshop  
October 16 - So. CA  
November 5 - DC Metro area

### ***Certified Instructional Systems Designer***

Four, 4-Hour Virtual Instructional Led Training (VILT) Sessions  
November 6, 8, 12, 14, Noon ET/ 9 am PT

### ***POOF- Instant Case Studies!***

One-Hour Virtual Mini  
October 2, Noon ET/ 9 am PT

So grab your sunglasses and join us on a design road trip!

We'll bring the snacks! :-)

**Cheers,**

**Team M&M**  
**Melissa Smith & Maria Chilcote**



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