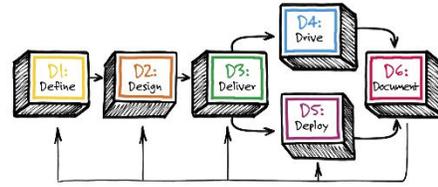


The LTEN 6Ds[®] Workshop

Objectives

- Increase your value as a learning professional
- Enable you to be a strategic business partner



Preparation

- Select program or case you can use for application in workshop
- Read introduction to 6Ds to become familiar with concepts
- Discuss learning goals with your manager to ensure alignment
- Benchmark current practices

Agenda

Day 1 Introduction

- What do business leaders expect from L&D?
- How satisfied are they with our product today?
- How to use the ISPI 4-W model to decide if training is the right solution.
- The two key questions that determine whether training is of value or scrap and the questions behind the questions



D1: Define Business Outcomes

- How to transition from “order taker” for training to a trusted advisor
- Distinguishing the features vs. the benefits of training
- Why learning objectives fail to convey the value of a program
- How to use the Outcomes Planning Wheel to clarify the desired results and the criteria for success
- Practice applying D1 to your program
- Laying the foundation for Learning Transfer



D2: Design the Complete Experience

- Why learning must be managed as a process, not an event
- The importance of the priming effect and how to use it
- Practice improving course description / invitation
- The four phases of learning and why an effective design includes all four
- How managers impact training effectiveness
- Why we need to define a new finish line for learning and examples
- Why we need to provide learners with a sense of accomplishment
- Practice setting a new finish line for your program



D3: Deliver for Results

- Key steps in how people learn
- The biggest bottlenecks to learning in corporate training and how to avoid them
- Importance of practice and the optimal balance of content delivery versus active learning
- Why instructional method should determine the instructional medium
- Adult learning principles and why you must answer the WIIFM question

- How to use the value chain to ensure relevance
- Practice applying value chain to own program

Day 2 Spaced Learning: Reflections on Day One

- Reflection exercise



D4: Drive Learning Transfer

- Why transfer must be part of the design
- Hope is not a strategy; if transfer fails, the training fails, no matter how much people learned
- How to use a process approach to reduce learning scrap
- Making the business case for investing in learning transfer
- What is the transfer climate?
- Practice assessing the transfer climate
- How to assess and improve the transfer climate
- Practice applying to your own environment



D5: Deploy Performance Support

- How performance support enhances training effectiveness
- Key features of effective support
- Situations in which performance support is especially important
- When to use people for performance support
- Practice: Develop plan to enhance post-program support



D6: Document Results

- The two reasons to evaluate training outcomes
- Differentiating means vs. ends in evaluation
- No “one size fits all”
- Guiding principles for effective evaluation
- Practice applying principles
- What to measure
- When to measure / leading indicators
- Using evaluation to support continuous improvement
- Marketing the results

Getting Your Money's Worth

- Set a goal to apply what you have learned
- Get feedforward from your colleagues

Post Workshop

- Transfer and apply workshop tools, principles, and processes
- Continue learning with online coaching from facilitator
- Achieve a demonstrable improvement in a training program

6Ds Capstone Teleconference

- Complete the program by sharing
 - what you set out to do

- what you were able to accomplish
- what you learned in the process
- your advice to others learning professionals