

Creating your Hero's Journey



<p>What is your Learner's Challenge?</p> <ul style="list-style-type: none">▪ Their discomfort▪ Their call to action	
<p>What will Focus their attention?</p> <ul style="list-style-type: none">▪ Tests or challenges they will face▪ The epiphany they will experience	
<p>What is the Solution to the Challenge?</p> <ul style="list-style-type: none">▪ New skills, abilities, or knowledge▪ How they practice usage	
<p>How will they Complete Their Journey?</p> <ul style="list-style-type: none">▪ Who supports them most▪ What tools do they need	

Strategise the Process: Learning Flow Design



Create the Experience <ul style="list-style-type: none"><input type="checkbox"/> Wrong way/story video<input type="checkbox"/> Situational Judgment Test	
Reflect <ul style="list-style-type: none"><input type="checkbox"/> Group discussions<input type="checkbox"/> Guided reflection<input type="checkbox"/> Drawing/sketching	
Integrate into Self <ul style="list-style-type: none"><input type="checkbox"/> Journaling (private or public)<input type="checkbox"/> Feedback instrument<input type="checkbox"/> Challenge exercise	
Skill Development <ul style="list-style-type: none"><input type="checkbox"/> Modeling<input type="checkbox"/> Analogies/metaphors<input type="checkbox"/> Instruction	
Practice New Skills <ul style="list-style-type: none"><input type="checkbox"/> Role plays<input type="checkbox"/> Games/tests<input type="checkbox"/> Mini-simulations	
Experiment <ul style="list-style-type: none"><input type="checkbox"/> Simulations<input type="checkbox"/> Peer review/practice	
Transition to Work <ul style="list-style-type: none"><input type="checkbox"/> Conversations/dialogue<input type="checkbox"/> Manager preparation<input type="checkbox"/> Reminders/reinforcement	
Apply <ul style="list-style-type: none"><input type="checkbox"/> Tools/tool kits<input type="checkbox"/> Manager/peer coaching<input type="checkbox"/> Feedback and success stories	

Activity Development



Learning Element:

Learning Objective(s):

Delivery Approach:

- Class-room
- Synchronous e-learning
- Asynchronous e-learning
- Connection
- Conversation
- Creation

Story Board

Performance Impact



Phase	Ability	Performance
Challenge		
Desire/Clarity		
Confidence		
Focus		
Acceptance of Limits		
Job performance		
Solution		
KSAP		
problem solved		
Return		
Performance Support		
Generalizable		

Measurement Options		
Final Indicators	<ul style="list-style-type: none"> ▪ Knowledge tests ▪ Assessments 	<ul style="list-style-type: none"> ▪ 360 assessments ▪ Work products
Leading Indicators	<ul style="list-style-type: none"> ▪ In-class learning tests/ exercises ▪ Role-plays 	<ul style="list-style-type: none"> ▪ Skill practices ▪ Simulations ▪ Manager assessment
Results Indicators	<ul style="list-style-type: none"> ▪ Cycle time reduction ▪ Revenue/profit ▪ Errors/scrap ▪ Customer satisfaction ▪ Employee turnover 	