

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



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