



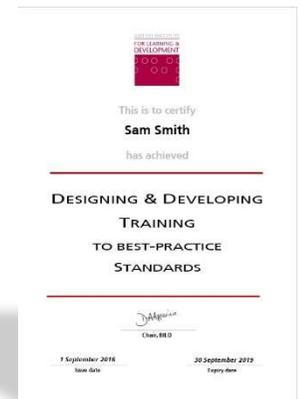
Be Excellent.
Be Recognised.

Designing and Developing Training to best-practice Standards

“Strategic, logical and rich in content and design”

Anjorin Babawande
Etisalat, Nigeria

**5 online
self-paced modules**



Overview

The changing landscape of the workplace is demanding that learning designers work across geographical boundaries within a range of social contexts. As organisations extend their global reach, businesses are exploring ways in which they can maintain the quality of their L&D professionals' output across physical and cultural borders.

The Designing and Developing Training to best-practice Standards course offers a recognised methodology to embed into your organisations' process. The course examines the steps that a designer will take when developing an intervention to ensure that it is both effective and efficient, as well as considering methods to support learning transfer and evaluation.

Benefits

To the delegate

- ➔ Discover a best-practice process for designing and developing learning interventions
- ➔ Complete the course at their own pace, at a time that suits them
- ➔ Bring the theory to life by applying key learning points to a real-life project
- ➔ Think about today's learners' wants and needs

To the organisation

- ➔ Gain internationally-accredited professionals within the L&D community
- ➔ Realise a thorough and consistent approach to designing learning interventions, based on a best-practice model
- ➔ Instils a consistent approach to designing learning interventions, resulting in improve working practice and performance

Who is it for?

This course is ideal for L&D professionals who are called upon to design and develop learning events.

Course objectives and assessment

Delegates plan the design of a learning solution to meet the criteria of the Design and Development Standards, using the templates provided.

Course programme

What you'll do

This comprises five online, self-paced sessions. Delegates need to allow 3-4 hours of study per module and to complete all sessions, including required activities and adjustments based on feedback.

- **Module 1:** Learning Theories and Support Resources. You'll start the course by thinking about how course developers can build learning theories into their design. After contributing to an online forum, you'll read about different theories. At the end of the module, you'll upload the module template for tutor feedback.
- **Module 2:** In the second module, you'll examine learning objectives and assessments, and methods and media. There will be chapters to read, videos to watch, an information module and activities to complete before you upload the module template for tutor feedback.
- **Module 3:** There are chapters to read, online activities to complete and an interview to listen to as you work through the module that discusses delivery resources and feedback methods. You'll consider the resources to create and how you'll seek feedback as you complete the template that you'll upload for feedback.
- **Module 4:** The fourth module moves onto promoting the event and quality assurance. You'll upload the module template and receive feedback after listening to podcasts, visiting websites, reading and completing interactive activities.
- **Module 5:** The final module brings your project together and you'll upload your final template for feedback and assessment. During this module, you'll consider the importance of reviewing organisational results and you'll think of ways that you and your business can support the transfer of learning.

The British Institute for Learning and Development Standards

This Certificate delivers a competency set aligned to the relevant [L&D Standards](#) published by the British Institute for Learning & Development:

- ➔ Analyse existing resources and online tools (BILD 2.2)
- ➔ Apply the principles of graphic design to all resources (BILD 2.3)
- ➔ Plan for objective evidence-driven assessment in line with organisational outcomes (BILD 2.4.1)
- ➔ Plan the support resources or suite of resources for the need (BILD 2.4.2)
- ➔ Develop resources to support learners (BILD 2.4.3)
- ➔ Select appropriate delivery methods and media building in social contexts (BILD 2.4.4)
- ➔ Design learning activities and resources to optimise learning effectiveness (BILD 2.4.5)
- ➔ Design strategies to engage learners (BILD 2.4.6)
- ➔ Identify informal learning and social media opportunities (BILD 2.4.7)
- ➔ Apply current learning theories to enhance learners' experience (BILD 2.4.8)
- ➔ Design practice and monitoring mechanisms (BILD 2.4.10)
- ➔ Develop resources to support facilitators (BILD 2.5)
- ➔ Promote the event (BILD 2.6.1)
- ➔ Develop mechanisms for gathering feedback (BILD 4.1)
- ➔ Evaluate the impact of the learning interventions against pre-defined, desired organisational outcomes (BILD 4.2)
- ➔ Review the process of the learning interventions against the pre-defined budgetary, timeframe and sponsor constraints (BILD 4.3)
- ➔ Maintain and improve the quality of the resources, materials and delivery and assessment of learning solutions (BILD 4.4)
- ➔ Monitor the effectiveness of learning interventions (BILD 4.6)
- ➔ Establish and agree clear accountabilities with stakeholders (BILD 5.2)
- ➔ Establish mechanisms to support line managers' encouragement and support of learners (BILD 5.2.3)
- ➔ Collaborate with stakeholders to encourage learning transfer (BILD 5.3)
- ➔ Support and encourage personal application to the job (BILD 5.3.2)

- ➔ Implement formal and informal learning opportunities to support learning in the workplace (BILD 5.4.1)
- ➔ Plan and design appropriate performance support interventions to be implemented throughout the transfer process (BILD 5.4.3)

Certification

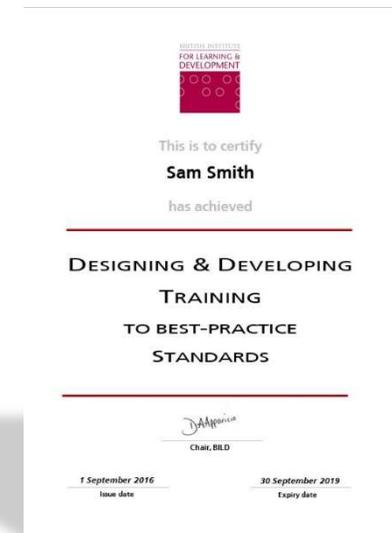
Certification follows assessment against best-practice L&D Standards, awarded by The British Institute for Learning & Development.

Next steps

This course may be upgraded to **The British Institute International Diploma in Learning and Development** by completing The International Certificate in Training and two additional courses: Designing & Developing Training to best-practice Standards and Developing Blended Learning programmes to best-practice Standards.

Upon completion, delegates may use the post-nominal letters BILD.dip and are entitled to **free** professional Institute membership for one year at Member level (MBILD), if not already a member.

The certificate's three-year expiry date maintains the BILD's quality assurance procedures and ensures that certification remains dynamic and current. Every three years, delegates will be invited to submit a design which will be assessed against the BILD Standards.



Contact us

For further information, contact the British Institute's International Qualifications Support Team



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