

Latest Instructional Design Techniques



Designed for measurable return on your investment

The knock on human development training has always been, “You can’t measure it,” and “It doesn’t stick.” Well, things change. Like all fields, educational design has experienced breakthroughs that enhance learning and change behavior. Quma Learning, a world leader in human development, incorporates sound new education principles into the delivery of its renown *Ownership Spirit*[®] training and seeks the opportunity to show you that “You *can* measure it!” and “It *does* stick!”

“The only thing worse than training them and losing them, is not training them and keeping them.”
— Nanette Miner, EdD



Engaging Audio-Visual Presentation

Phase One: Features visually stimulating content geared to a generation that relies less on books and lectures and more on electronic media to learn new material. In this course, eLearning modules are designed to give bursts of information with color, movement, and video vignettes that draw the learner into the content. Self-paced, internet accessible, interactive, LMS-supported learning segments provide a highly effective way of enhancing learning productivity. Ownership Spirit Online can be used in conjunction with a live experiential seminar conducted by one of Quma’s trained facilitators. Or it can be used in conjunction with the award winning book *Ownership Spirit: The One Grand Key that Changes Everything Else*, by Dr. Dennis Deaton.



Mental Experimentation

Next Phase: Converting learning into behavior through actual or envisioned application. This mental experimentation phase is developed through provocative questions that learners ponder and record in their individual progress file, to be saved for further reference and discussion. Metaphors, simulations, case studies, narrative examples and stories challenge the learner and transfer the personally relevant objectives to the learners’ habitual thinking patterns.



Manager Coaching

Next Phase: Integration into workplace application. Brief meaningful review discussions with the learners’ direct manager is pivotal to the ultimate goal of increased productivity and effectiveness. The manager coaching phase provides accountability, ensures application to learners’ career objectives, and provides the forum for dialog on improving individual and team performance. Coaching is supported by a concise Coaching Guide emailed to the manager that includes a high-level overview of each module, along with specific review questions to stimulate the discussion session (designed to last 10 to 12 minutes).

Thinking Changes Everything