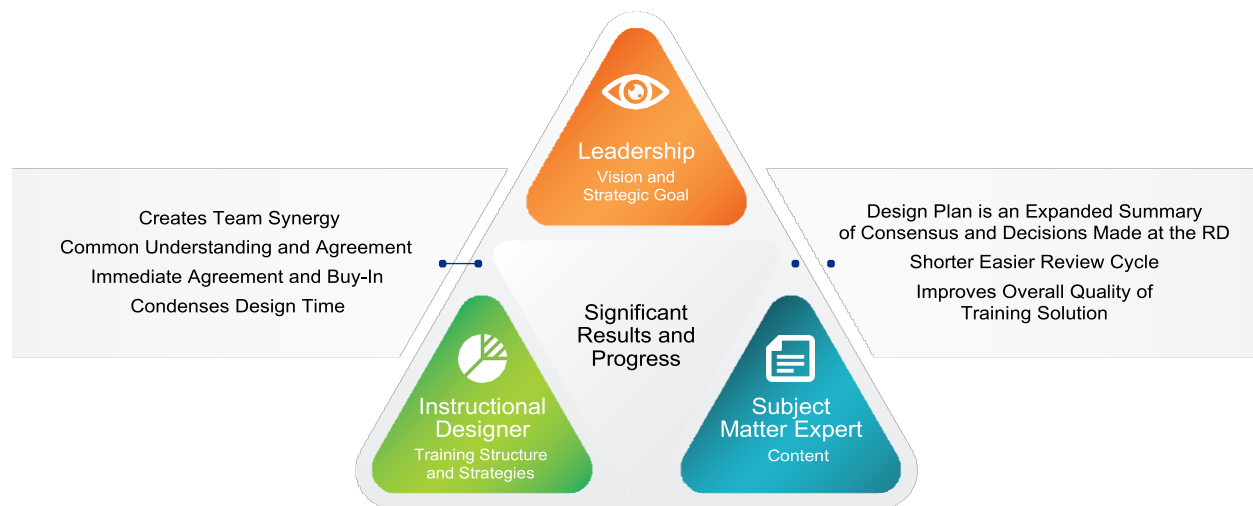


Rapid Instructional Systems Design (RISD) Process and Output

PMG Learning's Rapid Instructional Systems Design (RISD) process brings together three key groups of participants: client stakeholders, subject matter experts (SMEs) and PMG Learning's instructional designers, all of whom work together to determine the overall structure and approach for a training program. Each participant's perspective is critical to the success of the session, and there are many benefits that come from this collaborative process. Every RISD engagement is unique and adapted to meet client objectives.

There are three key aspects of RISD. First, it is collaboration between PMG Learning and our client, resulting in a deeper shared understanding of content and point of view. Next, since all stakeholders are represented, conflicts can be identified and resolved early in the process. Finally, RISD is visual, so everyone can "see" the design, reducing the potential for any misunderstanding.



Rapid Design condenses a typically linear process that can take a month to complete into a more collaborative process, the bulk of which is done in a day or two. RISD's overall 1-2 week duration includes analysis, preparation before the meeting and documenting results into the Design Plan afterward.

RISD can be effective in situations where there are accelerated / short deadlines to rollout a mission-critical initiative and still produce the best learning intervention to achieve the desired business goal. It is particularly effective when the need is to ensure multiple, diverse stakeholders achieve buy-in for the process and outputs, and to make the best use of stakeholder time / resources.

The high-level process for RISD begins when PMG Learning reviews relevant client materials in order to prepare properly for the session, and creates an initial high-level "going in" Design Plan that includes proposed learning objectives, high-level instructional approach (e.g., WBT, ILT, Blended Solution, Video, etc.) and a "straw man" outline of what that approach might look like. Next, PMG Learning facilitates the RISD session, an interactive, one or two-day, in-person collaborative meeting which is typically conducted at the client's facilities.

The purpose of the RISD session can vary based on the specific client need. Session objectives could include: clarify stakeholder expectations and identify business goals tied to the initiative; establish a clear vision of a successful training solution considering the training goals and desired learning experience; identify desired target audience performance objectives/identify new or validate existing learning objectives; review existing training materials and identify content gaps (if any) and content sources to fill these gaps; sequence learning objectives based on priority and logical progression establish a high-level course architecture; discuss appropriate instructional/delivery strategies given objectives, content type, target audience, and learning environment.

PMG Learning facilitation is important and requires specialized processes and skill sets. The facilitators bring objectivity, neutrality and standardization to the process, and are expert in drawing out the best in the stakeholders and achieving individual and group buy-in.

One reason the approach is so successful is that it is based on “Open Space Theory,” which assumes four principles: whoever comes are the right people; whenever it begins is the right time; whatever happens is the only thing that could have; and “when it’s over, it’s over.”

Preparation is critical to RISD success. Materials can include pre- and post-work, group and individual activities, and appropriate rubrics. Multiple participant handouts are often more than 50 pages. Formal agendas are both useful and necessary.

“Walking the Wall” is the unique mechanism PMG Learning uses to create a detailed outline from which course development can begin. PMG Learning and client teammates walk through the “straw man” outline materials and add, delete, validate, or modify any or all of the components of the proposed training solution. The PMG Learning facilitator creates an environment where the wall belongs to the team, and is the result of collaborative effort where anyone can pick up a marker and write on the wall, add something to the wall, or move things around.

The Straw Man



At Session End



After the session concludes, PMG Learning documents the decisions made, and the instructional designer typically creates the formal detailed Design Plan that captures the “Wall,” in only one or two days. PMG Learning then delivers a draft version of the Design Plan to the client for review. Following the client’s review, PMG Learning will incorporate the client’s comments and submit a final Design Plan for acceptance.

There are significant benefits to the client. These include improvements to team success via a mutual understanding of the process, increased rapport and buy-in, and clearer decision-making. RISD optimizes the process overall, cutting design time in half with minimal investment. Because the client participates in the design directly right from the start, subsequent milestones are easier to accomplish with fewer revisions to the Design Plan, storyboards, and beta courseware. RISD enables a holistic approach and improves the design on the whole.

PMG Learning Rapid Instructional Systems Design is a demonstrated formula for success across diverse organizations and disparate requirements. PMG Learning partnerships have matured and refined the process, and it has become an integral part of how PMG Learning training is designed. From banking to aerospace, biotech to energy, RISD has proven to be a popular and winning mechanism for effective training outcomes.