

LEARNING & DEVELOPMENT INTERVENTION DESIGN QUALITY CHECK

After preparing the L&D intervention (LDI) design, review it from different perspectives: as a learner, as a facilitator or trainer, and as a program designer.

Ask yourself these Quality Check Questions:

1. As if you were the learner:

- Are you clear about what you will be able to do as a result of the program?
- Are you clear about what you are supposed to learn during the program?
- Are the learning objectives realistic?
- Are you convinced that all subject areas are essential and important for you to achieve the learning objectives?
- Note the time. Is the pacing acceptable to you?
- Are there spots that might frustrate you because the pacing is too fast or too slow?
- Is there enough variety to the learning activities to keep you interested?
- Are there opportunities for you to actively participate in the LDI activities?
- Can you use your past experience as basis for learning?
- Do you have opportunities throughout the program to practice what you learned?
- Are there opportunities for you to get feedback each time you practice your learning?
- Do you see yourself enjoying the program?

2. As if you were the trainer or learning facilitator:

- Are you clear about the “end in mind” of your session/s?
- Are the topics you are expected to deliver relevant to the session objectives?
- Are the methodologies appropriate given the session objectives?
- Are there parts of the design that are awkward for you to present or lead?
- Are you confident that the learners will achieve the learning objective if you follow this design?

- Do you have enough/too much/too little time to cover all the topics and activities assigned to you?

3. As the program designer:

- Is the Terminal Objective statement:
 - Behavioral
 - Condition and criterion (degree) given
 - Time-bound
 - Realistic given the time frame
- Are the Enabling/Session objectives:
 - Adequate to achieve Terminal Objective
 - Achievable
 - Stated in behavioral terms
 - Stated from the learners' perspective
 - Logically sequenced
- Are the content areas:
 - Adequate in breadth and depth given learning objectives
 - Essential and important
 - Logically sequenced
 - Balanced in terms of conceptual inputs and practical application
- Are/Do methodologies:
 - Appropriate for the learning objective
 - Provide variety and addresses various intelligences
 - Consider participants' learning styles
 - Provide for adequate practice and feedback
 - Consider adult learning principles
 - Consider profile of learners
 - Creative or innovative
- Is there a logical flow of activities and sessions?
- Does the design provide enough time and activities for setting the learning environment?
- Are there opportunities for participants to reflect on the learning experiences?
- Are there built-in learning evaluation mechanisms?
- Given the content and process, will the learners be able to achieve the objective of the program?
- Is there a sense of completion at the end of the program?

It is possible that you will be unable to answer some questions with certainty. Still, just asking them may trigger your creativity and/or logic and give you ideas on how to improve LDI design.

