



**Descriptions of phases:**

- **Analyze:** Analysis of current learning situation/problem/challenge/needs and who is affected. Determining specific profile of learner who will benefit from filling this gap or addressing the situation/problem/challenge/needs. [Evaluate]
- **Design:** Creating outcomes, strategies, measurements, and objectives to address the identified learning situation/problem/challenge/needs. Generating overview of content to be covered and delivery method(s). [Evaluate]
- **Develop:** The content phase! Learning materials identified, curated, and produced. [Evaluate]
- **Implement:** Content delivered, often in pilot form so learning event can be tweaked before being widely used. [Evaluate]
- **Evaluate:** Determine user reaction, skills attainment, behavior changes. [Continue to Adjust and Evaluate in an endless loop for the life of the learning event.]