

Developing Learning Objective Scenarios ~ Kathy Hansen

Directions: Reflect on the information presented in the module this week regarding Bloom's Taxonomy and how learning objectives should be developed based on the context of the context of situation presented. Review the scenarios provided in this week's worksheet and review the situation. You must determine an appropriate goal and develop learning objectives to align to the goal you have created. Remember, learning objectives must align with the goal you determined. Conclude the assignment with a brief summary actions steps you would address with a SME.

Scenario #1: For the past ten years, KawKan has been using a lean manufacturing approach in the assembly of their motorcycles. Over that decade, business has remained strong, but operational costs have continued to increase despite increased sales every year. Management has considered the idea it might be time to switch from the Lean process to a more robust continuous improvement model. Since the company is immersed in the practice of Lean manufacturing model, the management team is not familiar with the basic elements in the continuous improvement model. Management has asked you to prepare a presentation outlining the continuous improvement process and how implementing how it can improve the overall manufacturing output. The designated contacts for this project include the director of supply chain management and the director of continuous improvement for production.

Your role: Assume the role of an instructional designer developing an outline for a training resolution. How would you address the following to correctly identify the learning objectives for this project:

Goal description

A single-module training (presentation) will be launched to ensure learners can differentiate the lean process from the continuous-improvement process, describe the elements of the continuous-improvement process, and be equipped to apply these elements to implementing the continuous-improvement process at KawKan.

Learning objectives/outcomes

By the end of this training...

...learners will be able to differentiate the continuous improvement process from the current lean process.

... learners will be able to explain the components of the continuous improvement process.

... learners will be able to describe the output benefits of the continuous improvement process.

... learners will be able to apply the components of the continuous improvement process to implementing the process.

Potential Subject Matter Experts/Define their role in the project:

Director of supply chain management will serve as content expert on the current lean process, how it differs from the continuous improvement process, including the benefits of the continuous-improvement process over lean process.

The director of continuous improvement for production will serve as content expert for the proposed continuous-improvement process.

Scenario #2: MedPat is a moderate-sized medical device manufacturer with offices, distribution centers, and production facilities scattered across North and South America. The company's growth has primarily been done through the acquisition of smaller and competing business in the same market. Given the degree of displaced locations, different operating procedures, and non-integrated systems, the operations have become too strenuous. One of the larger sites has been chosen as a test site to harmonize the setup and production of the company's new devices. Soon, other sites will be manufacturing this same device too. MedPat needs to remove itself from a paper-based operation because it slows down production, the records are hard to consistently manage, and it leads to communication issues with the site and field reps. The designated contacts for this initiative consist of a process improvement expert and the vice president of production.

Your role: Assume the role of an instructional designer developing an outline for a training resolution. How would you address the following to correctly identify the learning objectives for this project:

Goal description

MedPat will launch an initial multi-module training, "Preparing for Digital transformation," for director-level and above management. By the end of the training, participants will be equipped to develop a company-wide digital-transformation plan.

Learning objectives/outcomes

By the end of the training...

Participants will be able to identify the best method to choose the best ideas for digital transformation.

Participants will be able to apply knowledge to conduct a builder audit to assess the current state of the innovation process.

Participants will be able to produce a digitization audit to assess the current state of digital tools utilization in sourcing, organizational processes, customer interaction, and after-sales.

Participants will be able to apply a number of daily ideation techniques to evolve the use of digital tools in the organization.

Participants will be able to evaluate Medpat's business model and determine where they can integrate digital tools to better meet customer needs and increase profitability.

Potential Subject Matter Experts/Define their role in the project:

In addition to subject-matter expertise from the process-improvement expert and the VP of production, the training will require an SME with expertise in digital transformation and may require an innovation expert.

The process-improvement expert will especially provide content for the digitization module that includes auditing organizational processes.

The VP of production will ensure that all current production operations are taken into account in the training.

The digital-transformation expert will provide significant content on developing a digital-transformation plan.