The **Agile Advantages** for **Reducing Common** Learning Development **Pain Points**
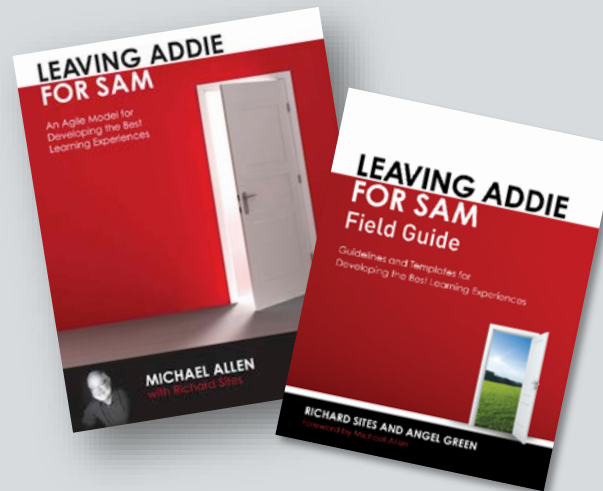
Webinar **Facilitator**

Dr. Richard H. Sites

VP – Training and Marketing
Allen Interactions Inc.

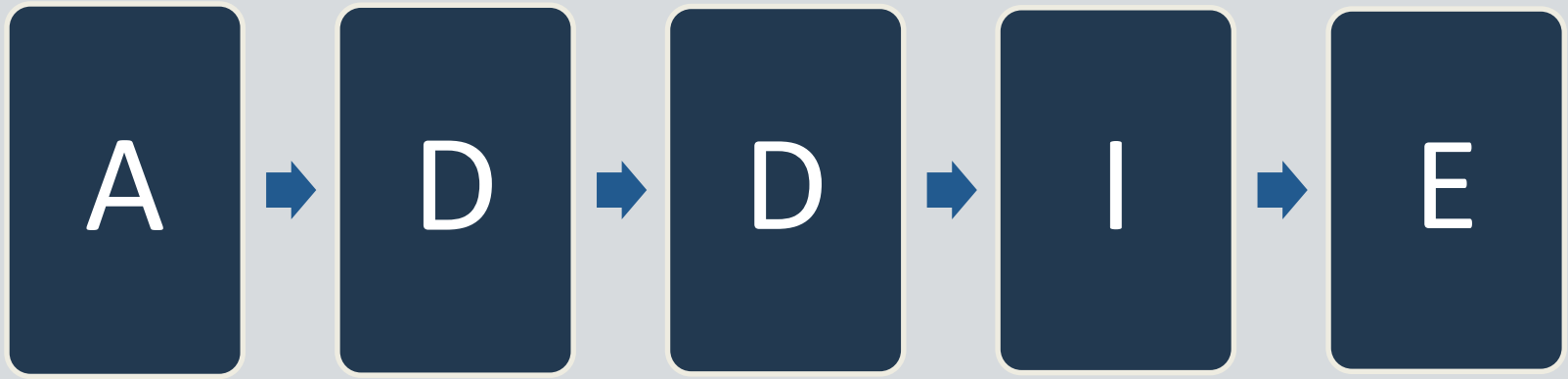*Co-author of Leaving ADDIE for SAM &*
Leaving ADDIE for SAM Field Guide

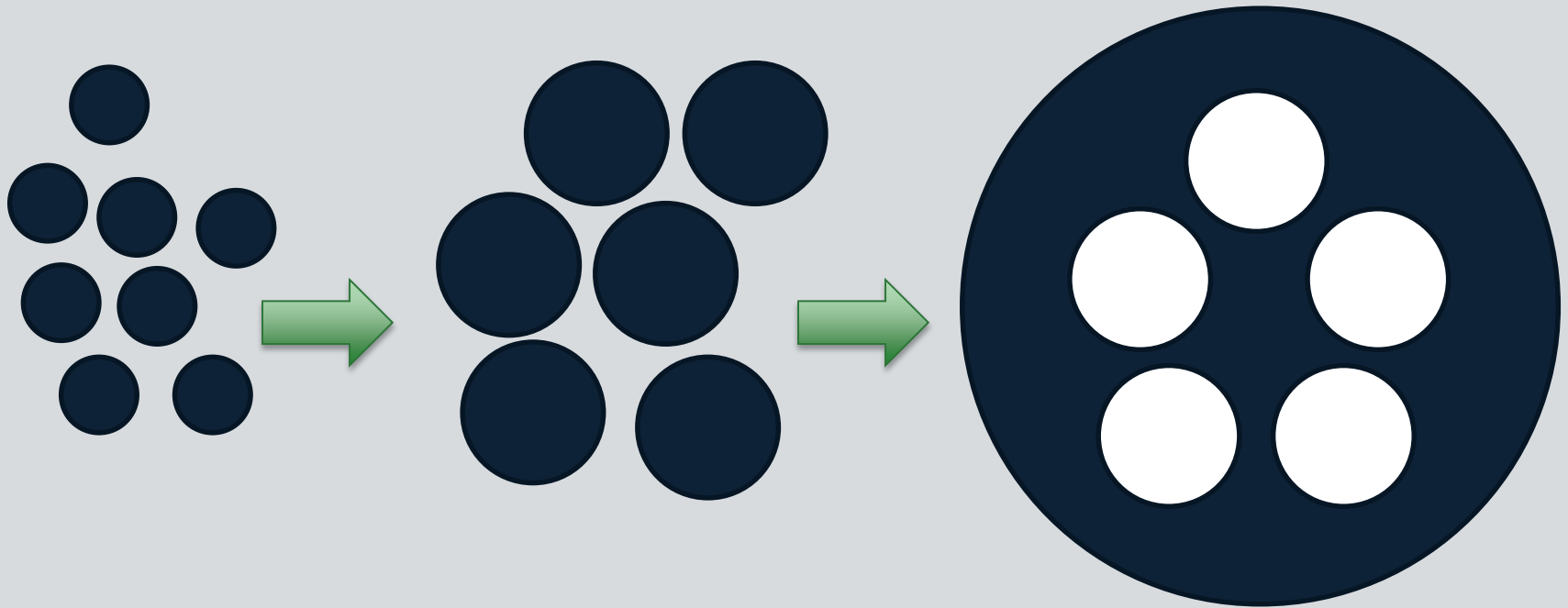**able to move quickly and easily**
&
quick, smart, and clever

Merriam-Webster

What does it mean to be **Agile**?

Building In A **Linear Process**

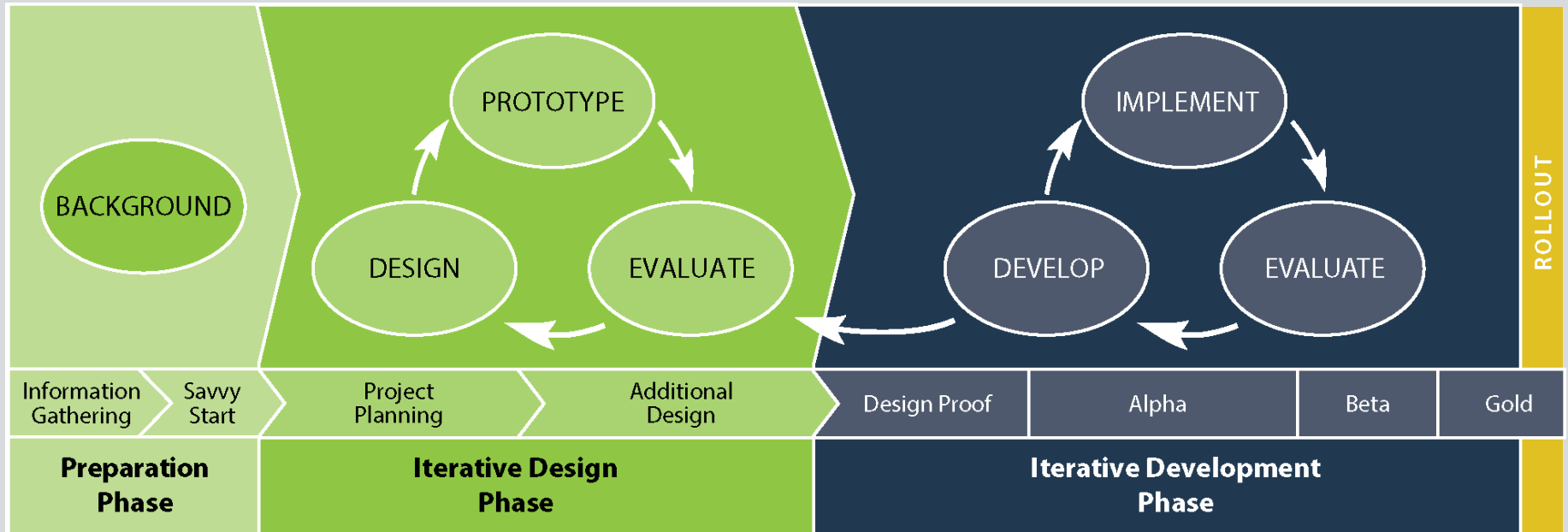A → D → D → I → E

Building In An **Iterative Process**

Criteria for a **Good Process**

1. Must be iterative

2. Must support collaboration

3. Must be efficient and effective

4. Must be manageable

LAFS pgs. 30-33

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SAM
Successive Approximation Model

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?

What are your **pain points**?

1. Staying on Schedule / Budget

2. Working with SMEs

3. Product Quality

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Barriers to **Schedule/Budget**

- "Analysis Paralysis"

- Endless Reviews / Revisions

- Missed Expectations

- Late Reviewers

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Working With **Prototypes**

The Evolution of a Prototype

First Version   **Second Version**   **Third Version**   **Design Proof Version**

Discard and create a new learning event prototype

LAFS Field Guide pg. 45

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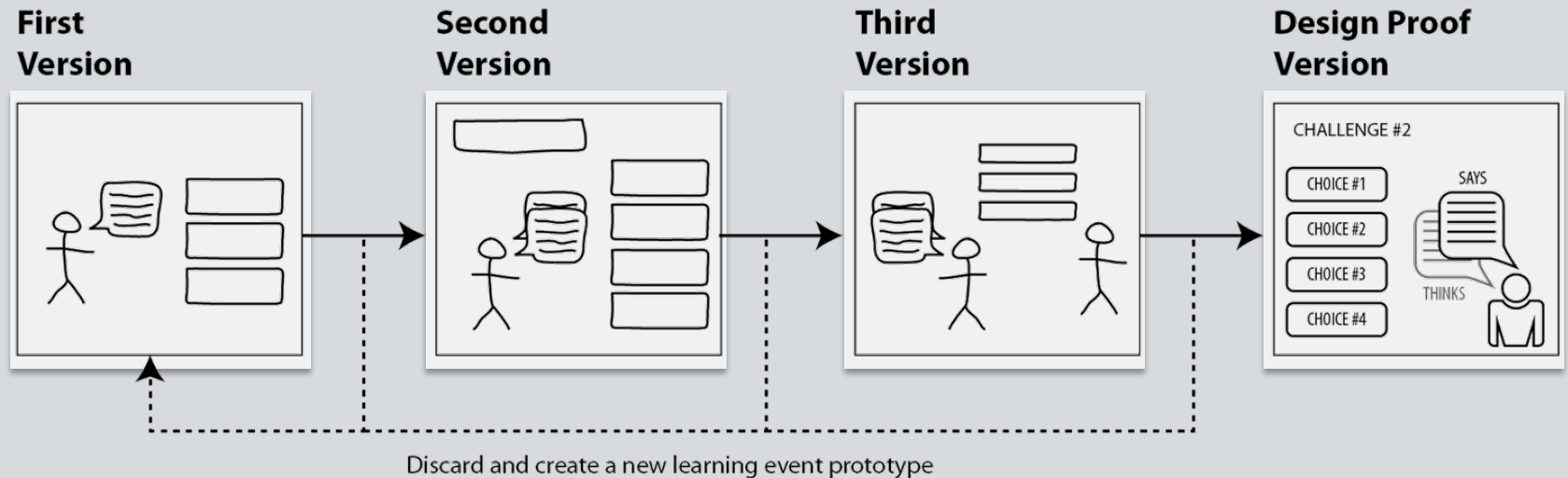
Managing the Project Effort

LAFS Field Guide pg. 60

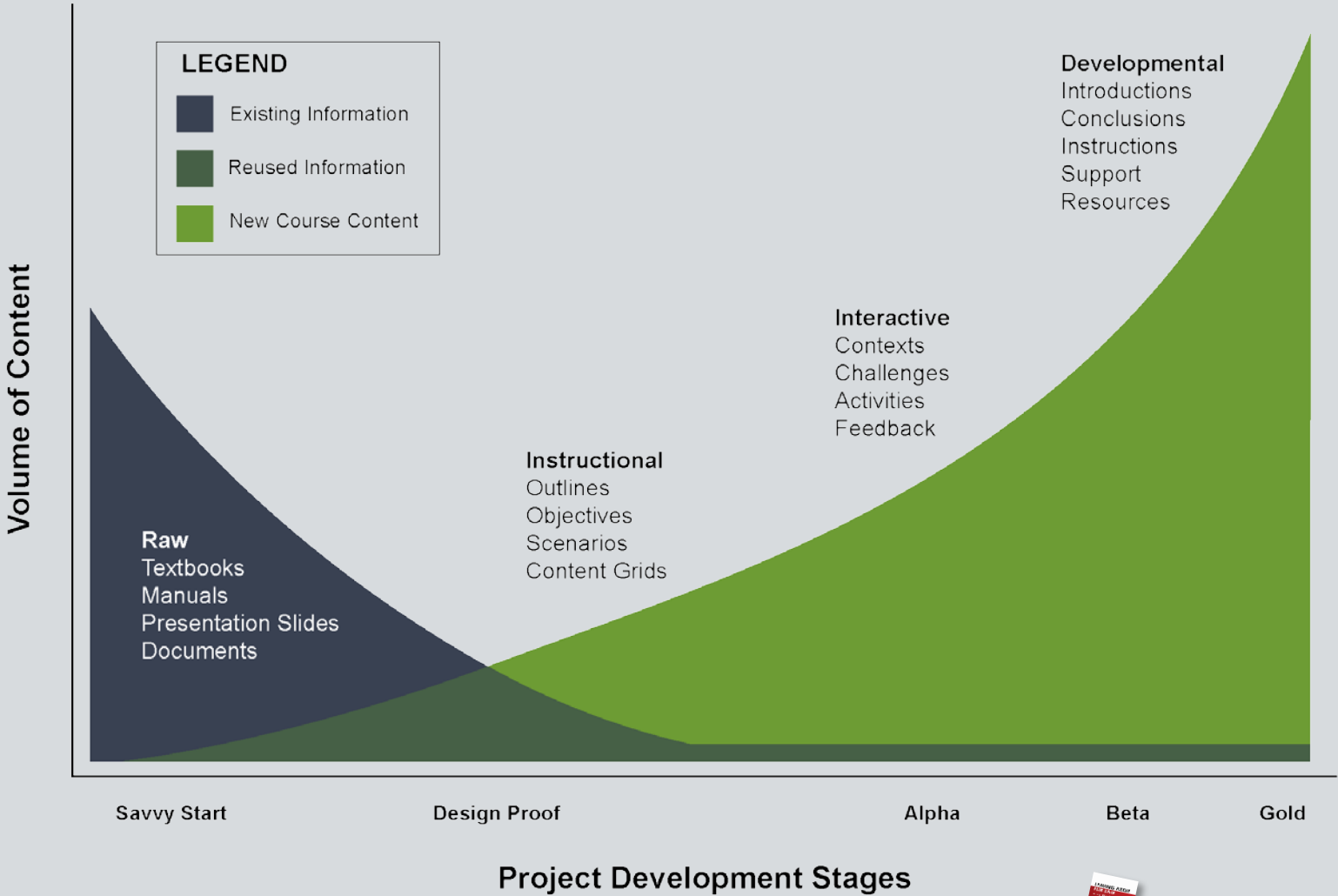association for talent development   allen interactions inc
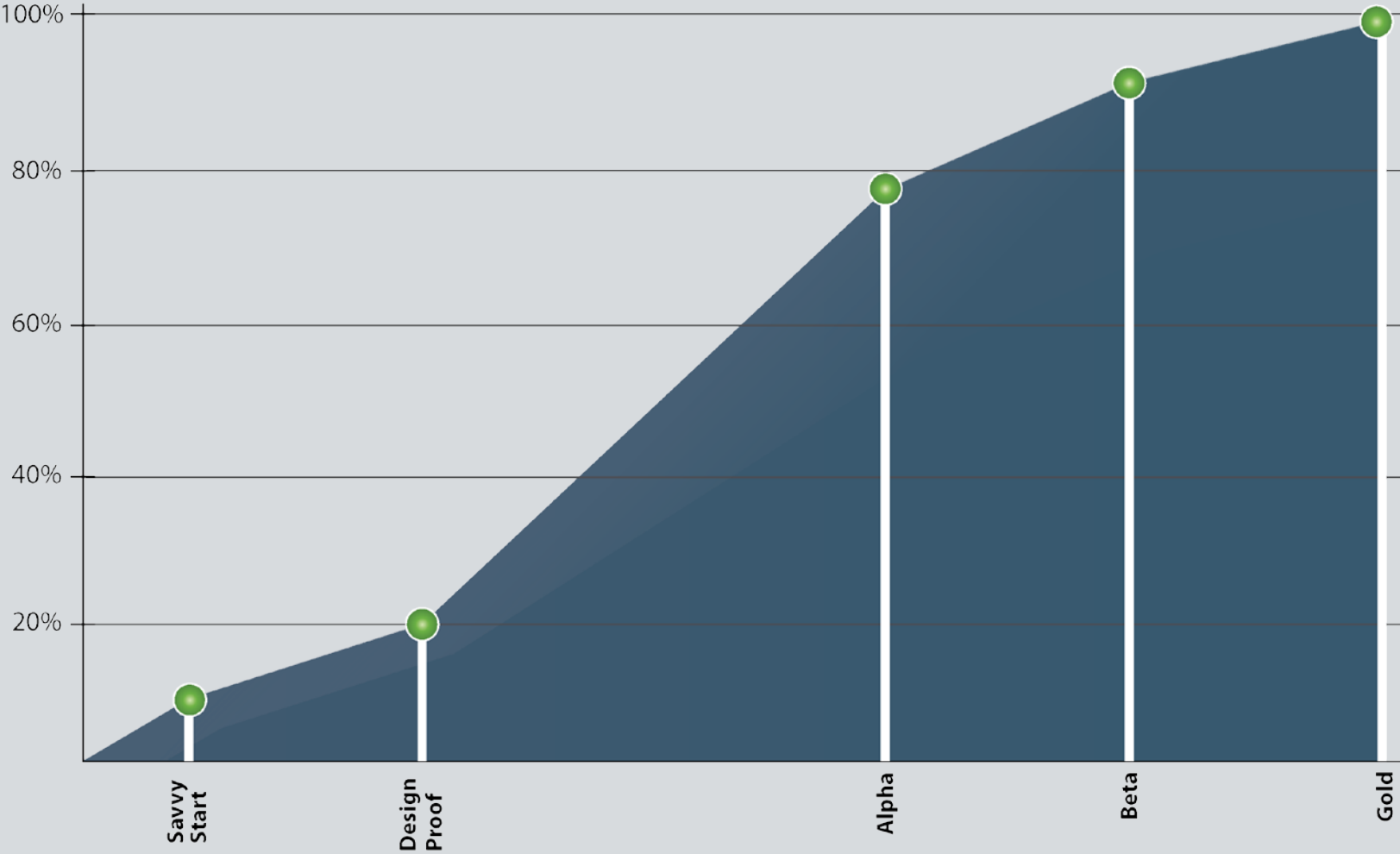
Challenge with **SMEs**

- Broad Content Expectations

- Need to Know vs. Need to Do

- Access to SMEs

Managing Content

LEGEND
- ■ Existing Information
- ■ Reused Information
- ■ New Course Content

Volume of Content (y-axis)

Developmental
Introductions
Conclusions
Instructions
Support
Resources

Interactive
Contexts
Challenges
Activities
Feedback

Instructional
Outlines
Objectives
Scenarios
Content Grids

Raw
Textbooks
Manuals
Presentation Slides
Documents

Savvy Start | Design Proof | Alpha | Beta | Gold
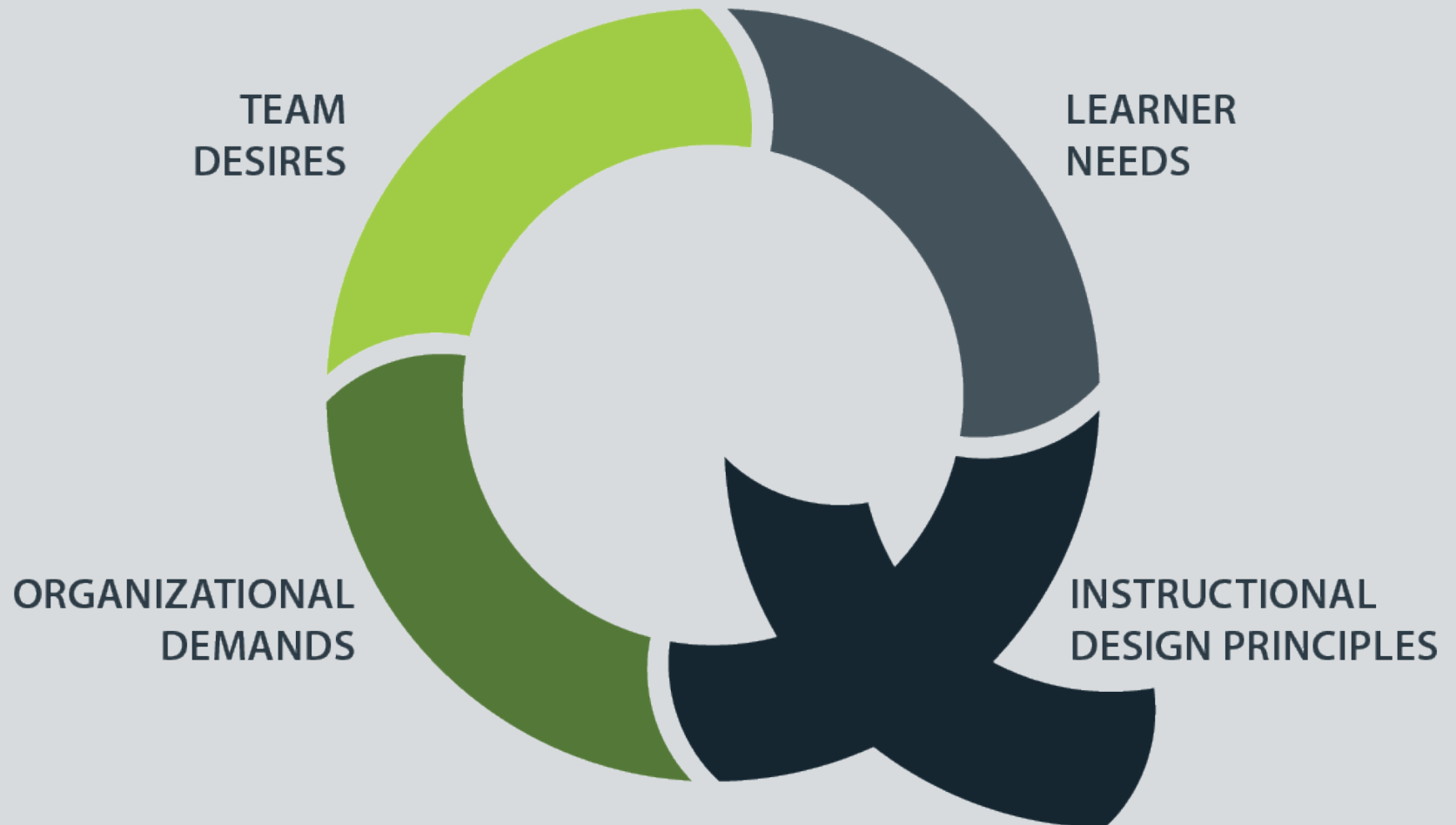
Project Development Stages

LAFS pg. 116

Limits on **Quality**

- Subjective Definition of Quality

- Limited Recognition of Organizational Expectations

- Multiple Measures of Quality

Design **Principles**

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Defining **Quality**

QUESTIONS

Threatening and disorienting as change can be, it seems there are many reasons to aspire to something better.
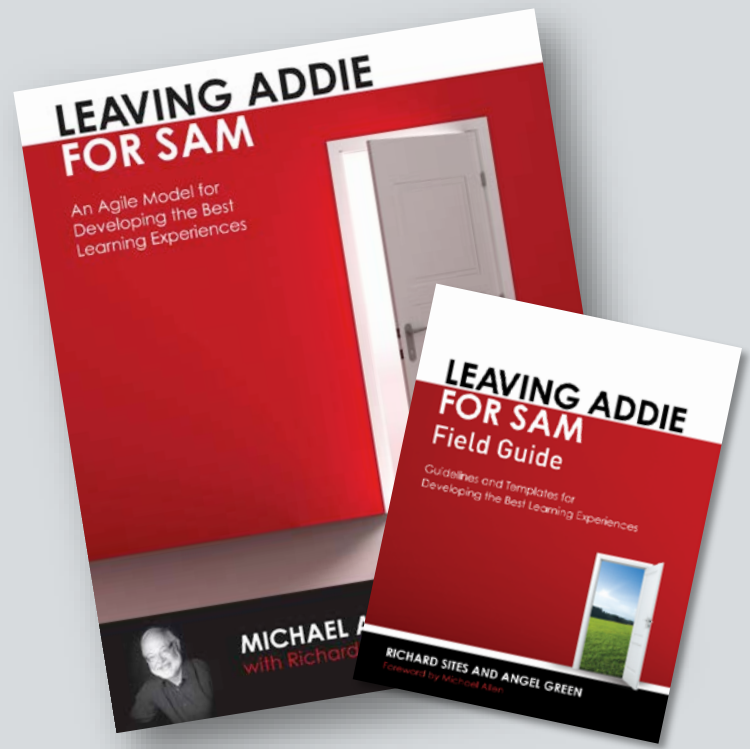
Michael Allen, *Leaving ADDIE for SAM*

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