Boost Performance on a Budget: Tips for Innovative Learning and Development

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Hello!

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The happiest (L&D) people don’t have the best of everything—they just make the best of everything.
Where in L&D MUST we spend money?
Design

Is training the answer?
Open your favorite browser.

Enter kahoot.it

Input game pin and name.

You're ready to play!
Our thoughts on Design
Minimum
Viable
Product
So my team isn’t getting along lately—could you do a training on communication? Or maybe create an eModule for us?

But training isn’t always the answer!
Learning Standards

THE ADDIE MODEL

This tool takes a closer look at each phase of ADDIE—the standard for FHI 360 learning design. But before you say “YES!” to that next training request, start with the question, “Is training really the best solution?”

The five steps that give ADDIE its name create a learning solution from start to finish. “Why should I follow this ADDIE process?” you ask? It’s simple: The ADDIE model, which has been in use for more than 30 years, provides a logical, step-by-step roadmap for building training that ensures learners will meet specific objectives. Click through the sections on the right to learn about FHI 360’s learning standards.
Curate, Recycle and Reuse
Delivery
Go to **www.menti.com** and use the code **98 27 17**

What are your favorite L+D tools?

1. **Grab your phone**
2. **Go to** www.menti.com
3. **Enter the code** 98 27 17 and vote!
Some of our favorite tools of the trade
Links to these sites will be posted on the app after the session.
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Evaluation
Modern Mentoring

Write down one challenge related to evaluating learning that you’d like to ask an “expert” for help addressing.
Find a partner

The person who’s taller is the “Advisor.” The other person is the “Learner.”
Learners, you have three minutes to ask your question and receive feedback from the advisor.
Stay in place and switch roles

Advisors, you are now the learners!
Three minutes

Learners, you have three minutes to ask your question and receive feedback from the advisor.
Modern Mentoring Debrief

• What recommendations did you get?
• Write at least one action you can take from this activity.
What is really happening?

What results, if any, is the program helping produce?

What is the value of the results?

How could the program be improved?
So what free tools did we use to create engaging learning elements in this session?

Slide Template

SlidesCarnival

Images

Ryan McGuire and Gratisography
Pixabay
StockUp

Interactive Tools

Kahoot!
Mentimeter

Other Design Sites

Canva
Font Squirrel
PowToon
Coolors

Special thanks to these folks who made and released these awesome resources for free!
Reflections & Take-ways
THANKS!

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