

Developing Learning Objective Scenarios

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 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

Educate members of the management team on the key elements and potential benefits of switching to the continuous improvement model

Learning objectives/outcomes

By the end of the training, members of the management team will be able to:

- Differentiate between the lean process and the continuous improvement model
- Identify ways in which continuous improvement model may be able to decrease operational costs
- Communicate what they've learned back to the employees they supervise

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

The SME here would be the project contacts – the director of supply chain management and the director of continuous improvement for production. Their role would be identifying the key changes that could lead to operational costs decreasing. They also would be useful for understanding the users, understanding what motivates them, the institutional history, etc. All of this comes together to create a better training product.

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

Build capacity and understanding in order to standardize disparate production and recordkeeping practices across multiple facilities

Learning objectives/outcomes

By the end of the training, participants will be able to:

- Identify current aspects of production and recordkeeping workflow that aren't working
- Navigate new electronic records system
- Recommend software changes/workflow tweaks to software team and management to create the best chance at compliance

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

SME's here would be useful for information about best practices in the industry, what would be feasible to implement here, and government regulations/requirements that may inform workflows (eg if paper recordkeeping is actually necessary for certain audits).