



SMART

Instructional Design

**Solutions
that drive innovation
and productivity**

*Go beyond theory.
Strengthen your
organization
from the core.*

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SMART Enterprise
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SMART Instructional Design

Strategize Your Learning Programs

Global market forces and advancing technologies are challenging organizations to keep up, step up and rev up their training and performance initiatives.

As industry standards constantly change, knowledge gaps can adversely affect your company and your employees.

We develop highly-targeted SMART Instructional Design solutions that impact your organization from the core.

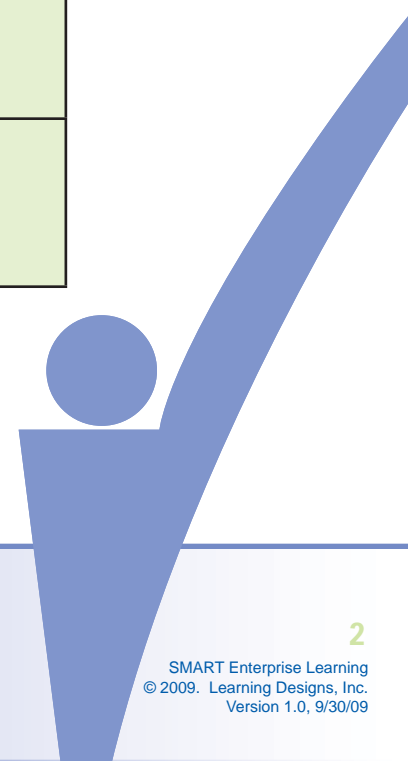
Our ISD approach encompasses a five-step process:

- ✓ **Analysis:** We identify your required performance levels and assess your current performance levels (gap analysis). We then identify training and non-training solutions that are specifically designed for your organization.
- ✓ **Program Design:** We develop a macro-training design document outlining performance-based objectives, scope and sequence of content, specification of appropriate methodologies, and specification of evaluation tools.
- ✓ **Course Development:** We develop a “learning toolkit” of strategic training materials. Our solutions include learning activities and real-world examples that ensure skills transfer. We also conduct pilot testing with your target audience to verify training effectiveness.
- ✓ **Implementation:** We collaborate with you to provide planning and administration of training, training of trainers, and delivery of training (when appropriate).
- ✓ **Evaluation:** We establish metrics for measuring your training impact. We assess customer satisfaction, evaluate learning outcomes, and make recommendations for improvement.

Virtual Learning Opens New Worlds

DELIVERY METHOD	AUDIENCE
Instructor-Led Training (Traditional classroom)	Audience size is small or audience located in single or regional sites
E-Learning (Synchronous or asynchronous delivery)	Audience is large and/or located at different sites
Blended Learning (Traditional and E-Learning)	Audience is large and/or located at different sites

CONTENT	TECHNOLOGY
Content involves skill-building that requires practice and feedback	Audience has limited access to technology
E-Learning (Synchronous or asynchronous delivery)	Audience is large and/or located at different sites
Blended Learning (Traditional and E-Learning)	Audience is large and/or located at different sites



Become a Knowledge-Based Company

Customize Your Instruction

Employee performance is what sets your company apart from the competition. Highly-skilled, highly-motivated employees drive innovation, productivity and profitability.

Every workplace has unique needs, challenges and objectives. That is why a cookie-cutter approach to training and learning isn't effective.

Our instructional design services produce training that addresses your organization's specific goals and desired outcomes. We collaborate with you to develop a comprehensive blueprint that guides each phase of training development.

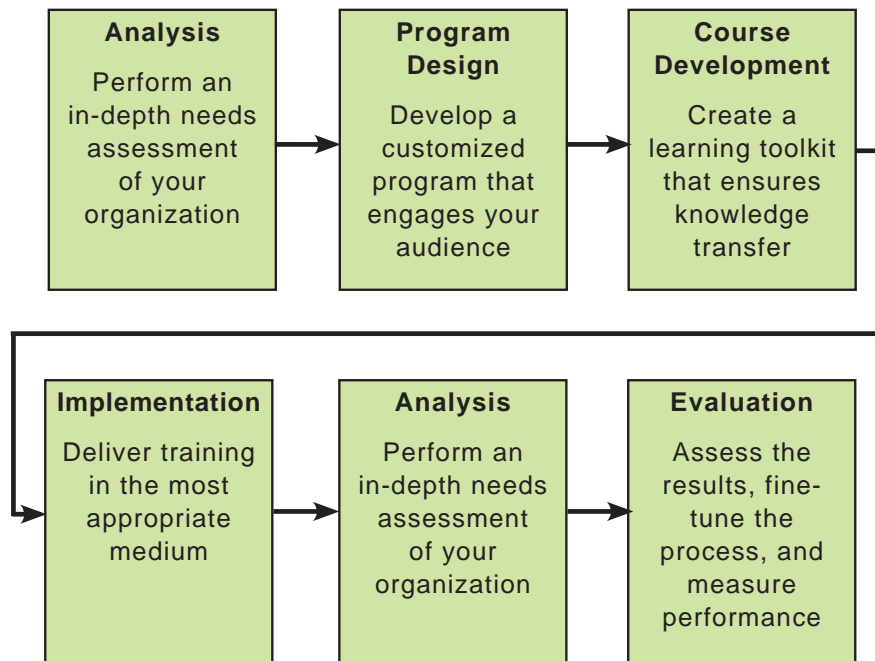
LDI's cost-effective instructional design solutions:

- ✓ Combine science and creativity to provide one-of-a-kind solutions
- ✓ Go beyond theory, addressing real-world challenges
- ✓ Focus on learner-centric approaches that engage your workforce
- ✓ Target competencies required for job performance
- ✓ Provide measurable results that substantiate your ROI
- ✓ Position your company as a knowledge-based leader

Learn how you can receive the maximum return on your instructional design investment. Call us today to discuss the specialized needs of your organization.



SMART Instructional Design



LDI Solutions

The SMART Approach

Our products and services are, in one word, SMART – seamless, measurable, accountable, responsive, and technology-driven:

- ✓ Seamless because they easily integrate into your enterprise
- ✓ Measurable because they are designed to meet your performance objectives
- ✓ Accountable because the results align with your business goals and ROI
- ✓ Responsive because they are flexible and customizable
- ✓ Technology-driven because they leverage the most effective, innovative techniques and delivery systems

Innovative Outlook

'Return on Integration'

It's no secret that we are big proponents of measurable ROI, but not just in financial terms.

At Learning Designs, we offer the highest ROI – Return on Integration – for your organization because our products and services:

- ✓ Promote continuous improvement through learning
- ✓ Engage and empower your employees
- ✓ Provide data that allows you to measure results
- ✓ Foster a knowledge-based culture
- ✓ Protect your investment in employees
- ✓ Position your company as an “employer of choice”



Advance Your Learning Environment

Partner with a Respected Industry Leader

Write us at:

info@learningdesigns.com

Visit us at:

www.learningdesigns.com

Headquarters

Learning Designs, Inc.
2609 Crooks Road
Troy, Michigan 48084
Phone: (248) 269-0808
Fax: (248) 269-0809

Southwest Regional Office

Learning Designs, Inc.
3401 Louisiana Street
Suite 155
Houston, TX 77002
Phone: (866) 597-8200
Fax: (248) 269-0809

