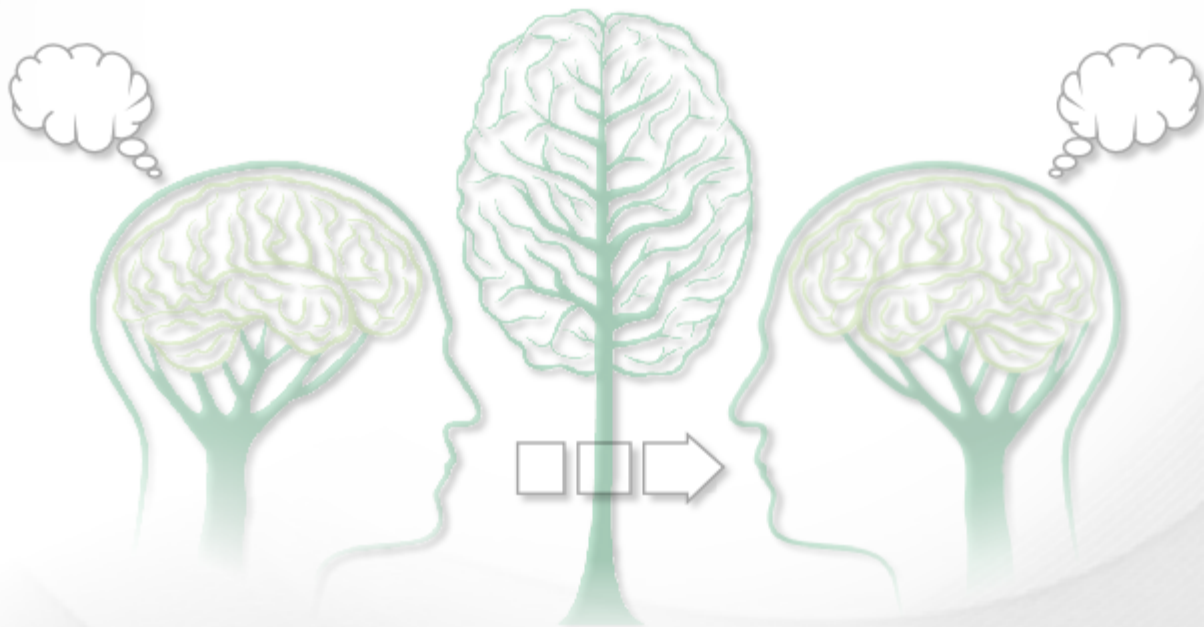A brief presentation
of work by
Christian Winters
in the Art & Science of
Training Development (T&D),
Instructional Systems Design (ISD),
and Instructional Media

Near a lifetime of education and training to be productive and useful

Updated workplace knowledge acquired, applied, and passed on
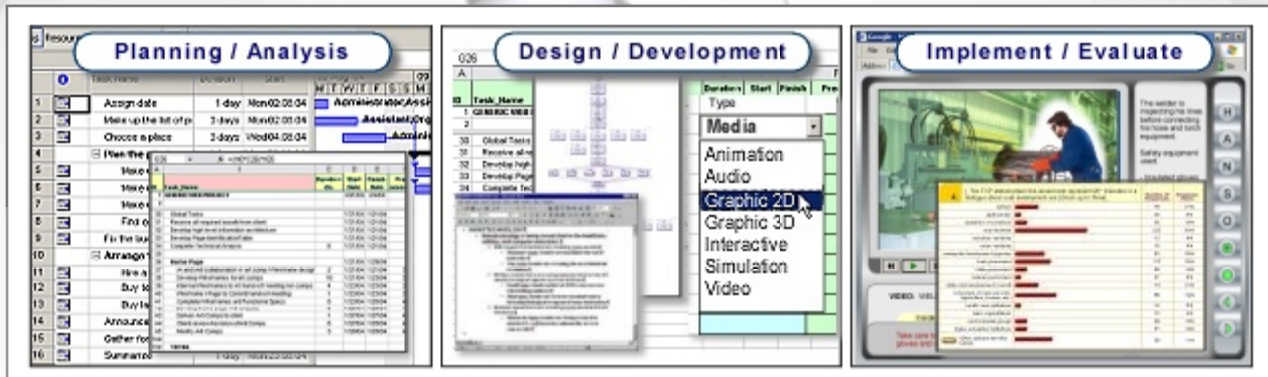
Instructional intent is the same though communication evolves

How to do one
one of the oldest
jobs in history.

How to adjust L-6
industrial welder
for joints & seams

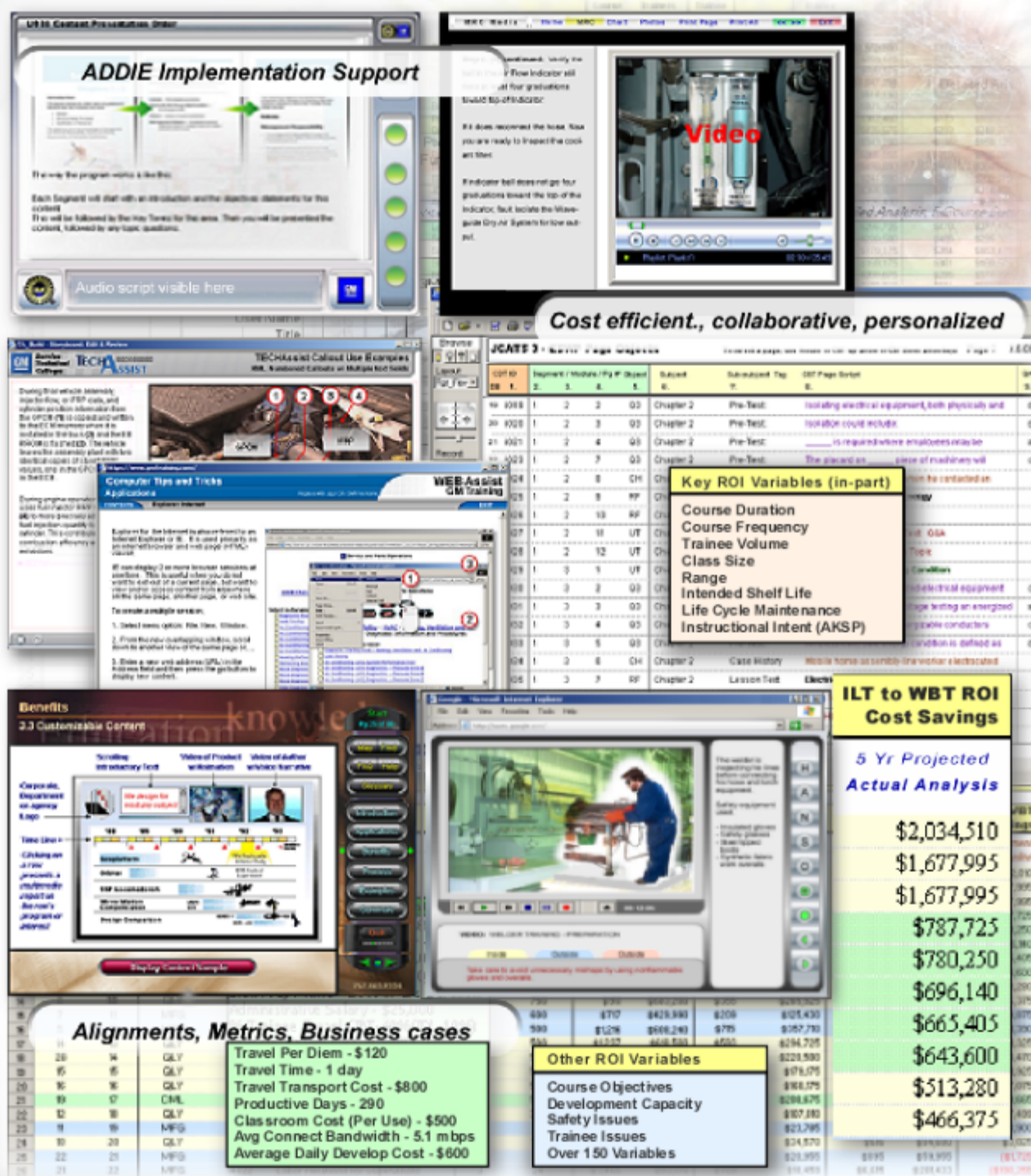**To convey knowledge of tasks & technology relative to one's time.**

Cost-efficient skills and talent combination for solo & team initiatives

Unique ISD / T&D / Instructional Media / Arts & Sciences Skills
Develop curriculums, courses, jobs aids in CBT / WBT / EPSS / Mixed Media
To see project list, visual galleries, history, and more visit...
www.tdassist.com

• Video
• Writing
• Illustration
• Photography
• Presentation
• Programming
• Audio & Sound
• Ideas & Concepts
• Interactive Multimedia
• Digital Arts & Sciences
• Animations & Simulations
• Outlines,Scripts,Storyboards
• Content maps / Content Development
• P-ADDIE Applications Program Support

Agile T&D / ISD enabled with data models

**"Middle-ware" and Flex-Skills T&D / ISD P-ADDIE Project & Task Support
Planning - Analysis, Design, Development, Implementation, Evaluation
Instructional Media - Source to Deliverable for Show & Tells**

1 - On / Off site photo & video shoot & edit
2 - High or low cost media production support
3 - Workplace environment sound capture & edit
4 - Workplace process competency image capture & edit
5 - Training Development (T&D) design documents & content
6 - Training content mapping for data-integrated ISD coordination
7 - Subject Matter Expert (SME) remote & on-site work knowledge capture & edit

Curriculum and course content databases, maps, and data models developed for multiple
uses in Instructional Design (ISD), Training & Development (T&D), and Content Management.
Tools and tasks assist for Web Based Training (WBT), Job Aids, Performance Support, and Knowledge-bases.

ADDIE Implementation Support

Audio script visible here

Video

Cost efficient., collaborative, personalized

Key ROI Variables (in-part)

Course Duration
Course Frequency
Trainee Volume
Class Size
Range
Intended Shelf Life
Life Cycle Maintenance
Instructional Intent (AKSP)

ILT to WBT ROI Cost Savings

5 Yr Projected Actual Analysis

$2,034,510
$1,677,995
$1,677,995
$787,725
$780,250
$696,140
$665,405
$643,600
$513,280
$466,375

Alignments, Metrics, Business cases

Travel Per Diem - $120
Travel Time - 1 day
Travel Transport Cost - $800
Productive Days - 290
Classroom Cost (Per Use) - $500
Avg Connect Bandwidth - 5.1 mbps
Average Daily Develop Cost - $600

Other ROI Variables

Course Objectives
Development Capacity
Safety Issues
Trainee Issues
Over 150 Variables

Pioneering Virtual Assist Training & Development (T&D) Support

Collaborate with your existing personnel, technologies and tools OR a blend with my tools.
Work-site relevant content and media developed and presented for skills training & assessments.

T&D / ISD Support / 810.643.1334

1

Start by worker training, job aids, skills testing needs & ROI assessments.

Establish data driven rationale to select objectives for design and development OR start a rapid-build to serve urgent needs.

2
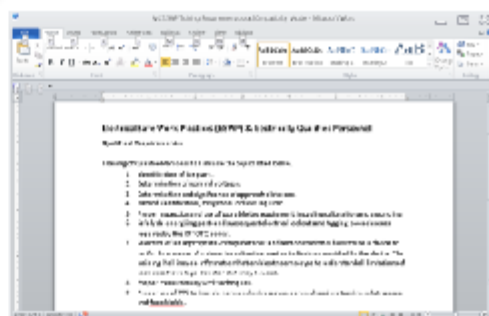
Outline instructional objectives, subjects, and topics aligned to meet requirements, financial concerns, organizational goals.

3
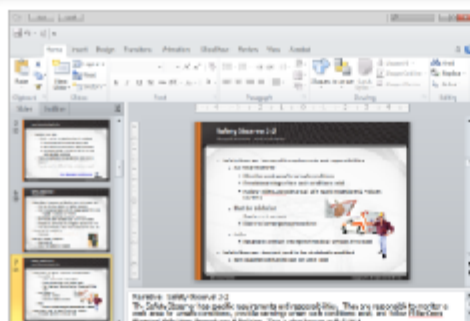
Advance outline to visual programmed storyboard. Add knowledge assessment Q&As, audio script, interactive objects, etc.

4
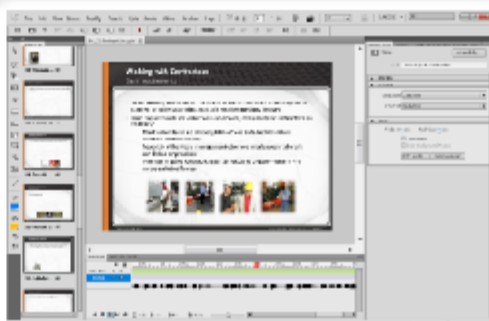
Advance storyboard as programmed published course and job aid product with menu, audio, video, interactive objects.

5
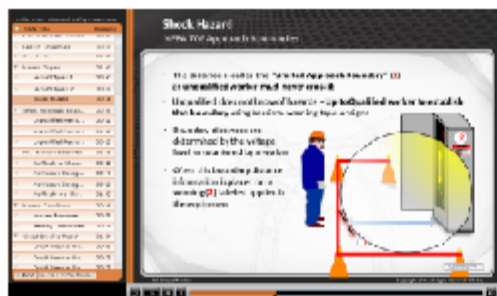
Published for delivery by a Learning (Content) Management System (LCMS or LMS) or training management tool.

6
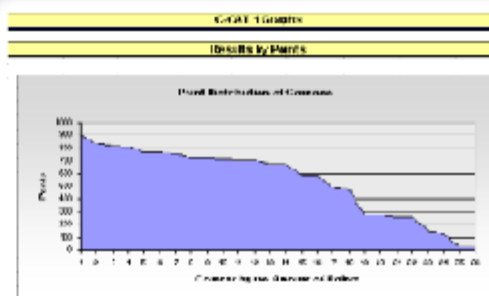
Post-publish assessments of curriculum, course, and job aid user effectiveness. Determine actual ROI and adjust to needs.

Agile T&D / ISD enabled with data models

Most customers and end-uses see the results of T&D / ISD.
A relative few appreciate the integration of diverse efforts to create them.
One way to acquire favorable T&D / ISD ROI is by use of a client-adapted database

T&D / ISD P-ADDIE functional prototype database (DB) to consolidate and coordinate curriculum and course content analysis and development info with one-source data entry, search, edit, & reports. Helped rationalize separate ISD DB initiative and corporate patent filing 20060024655 since abandoned with emergence of open source ISD DB solutions and practices.

Agile T&D / ISD enabled with data models

**Prior to 2006 few databases existed to consolidate data related to:
ISD Analysis, Design, Development, Implementation, Evaluation (ADDIE)**

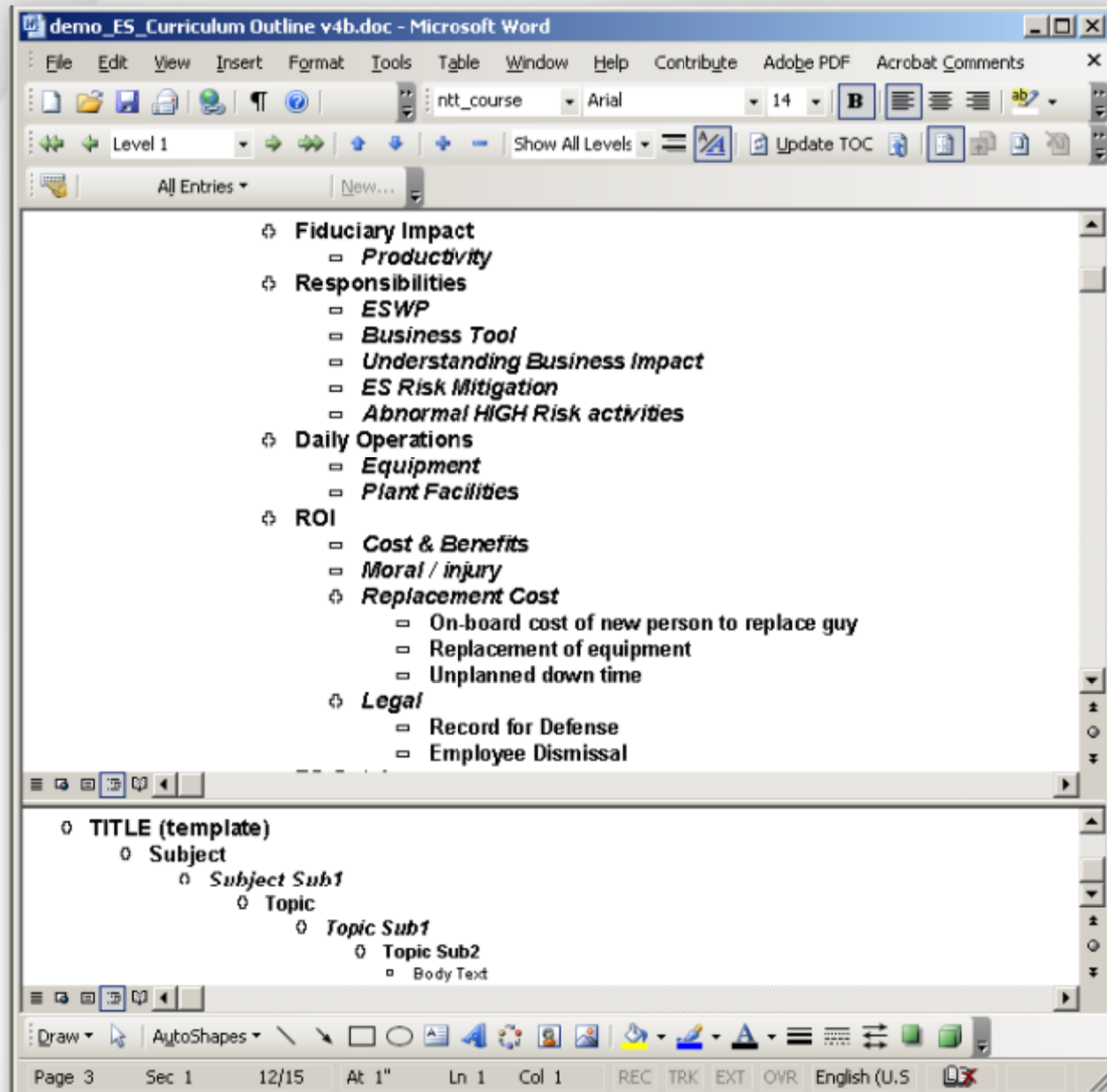**ISD database forms display text & image content as Learning Object (LO) data records associated w/ visual assets. Variations adapt to unique concerns of client.**

**ISD tool that enables rapid Subject Matter Expert (SME)
knowledge capture of subjects such as workplace policies & processes**

**ISD tool used to rapidly define and develop nationally distributed
ILT / WBT / and blended worker safety courses and service technician job aids**

Agile T&D / ISD enabled with data models

ISD tool enables rapid "learning content" ROI assessments
Variant used for Instructor Led to Web Based Training (WBT) conversions

Microsoft Excel - C-CAT_ Course Assess Tool w-Tutor 02.xls

File Edit View Insert Format Tools Data Window Contribute Help Adobe PDF

F30   =IF(E30="N",5,IF(E30="Y",1,"0"))

Above is a partial sample of ROI ranked courses out of 230 total assessed in six weeks by 2 ISDs. Top 10 business cases prepared with 4 selected to convert from ILT to WBT by a cost effective "Go Fast" build model.

Ranked results for large corporate university identified $14.7 mil. in training savings. Enlarged wall mounted poster print enabled curriculum managers view & discussion.

Agile T&D / ISD enabled with data models

ISD tool for curriculum skills competence and course mapping
Variant below depicts manufacturing training curriculum development

Microsoft Excel - amc_map curriculum 01b.xlsx

File   Edit   View   Insert   Format   Tools   Data   Window   Contribute   Help   Adobe PDF   Type a question for help

75%   Arial   9   B I U

Open In Contribute   Publish To Website   Post To Blog

A37   fx   35

No.	ID Course	Subject	#Tpe	Topic	#Seq	LOs / Competencies	Meas?	QA	HandsOn?	Tools	Time
1	00001	2D MasterCAM (Mill, Lathe or both)									
2	00002	3D MasterCAM (Mill, Lathe or both)									
3	00003	5S/Visual Workplace	1	Introduction	1	Lean manufacturing com	N	5S/Visual Workp	Y	w/ clips and storage ID markings	
4	00003	5S/Visual Workplace	1	Introduction	2	Define, Measure, Analyz	Y		Y	N	
5	00003	5S/Visual Workplace	1	Introduction	3	Improves workplace; saf	N		Y	N	
6	00003	5S/Visual Workplace	1	Introduction	4	5S/Visual Workplace co	Y	A 5S/Visual Worl	Y	signs, markings	
7	00003	5S/Visual Workplace	2	History	5	Introduced and perfected	Y		N	N	
8	00003	5S/Visual Workplace	3	Seri / Sort	6	Sort through tools, mate	Y	Select Japanese	Y	gs, hammer, screwdriver	
9	00003	5S/Visual Workplace	3	Seri / Sort	7	Keep only essential - dis	Y		Y	N	
10	00003	5S/Visual Workplace	4	Selton / Straighten	8	Create ordered workplac	Y	Which of these is	Y	N	
11	00003	5S/Visual Workplace	4	Selton / Straighten	9	Systemically arrange for	Y		Y	gs, hammer, screwdriver	
12	00003	5S/Visual Workplace	5	Seiso / Shine	10	Clean and neat workplac	Y		Y	N	
13	00003	5S/Visual Workplace	5	Seiso / Shine	11	End of shift restore.	N		Y	N	
14	00003	5S/Visual Workplace	6	Seiketsu / Standard	12	Housekeeping standard:	N		N	N	
15	00003	5S/Visual Workplace	6	Seiketsu / Standard	13	Everyone knows their ro	Y	Term that means	Y	, responsibilities, contact info	
16	00003	5S/Visual Workplace	7	Shitsuke / Sustain	14	Sustain discipline to ma	N		N	N	
17	00003	5S/Visual Workplace	8	Examples	15	Color, shapes, outlines i	Y		Y	rksite marking examples	
18	00003	5S/Visual Workplace	8	Examples	16	Tool pegboard with outli	Y		Y	w/ clips and storage ID markings	
19	00003	5S/Visual Workplace	8	Examples	17	5S posted practice remir	N		Y	S orientation board	
20	00003	5S/Visual Workplace	9	Summary	18	(Wrap)	N		N	N	
21	00004	Activity-Based Costing									
22	00005	Advanced Product Quality Planning	1	Introduction	1	Standard process guide shared by suppliers and purchasing comp		gauges			
23	00005	Advanced Product Quality Planning	2	Pre-source	2	Stakeholder meeting, RF	Y		Y		
24	00005	Advanced Product Quality Planning	2	Plan and Define Program / Plan	2	Scope project, team size	Y		Y		
25	00005	Advanced Product Quality Planning	3	Product Design and	3	Design reviews & worksh	N		N		
26	00005	Advanced Product Quality Planning	4	Process Design and Development / Do-2	4	Design reviews & lesson	N		N		
27	00005	Advanced Product Quality Planning	5	Product and Proce	5	Advanced production, e	N		N		
28	00005	Advanced Product Quality Planning	6	Production Launch, Feedback Assessment and Corrective / Act	6	Supplier updates docum	N		N		
29	00005	Advanced Product Quality Planning	7	Understanding customer needs	7	Checklist to systematica	Y		Y		

Map AMC Trng. Curriculum

Draw   AutoShapes

Ready

Data map provides curriculum; build, search, sort, report, for metrics / calculations

ISD tool enables course content mapping
Variant used to ID content sequence with developer & client build feedback

Microsoft Excel - Map Course ALC Finance v06a cw_ttv.xls

File Edit View Insert Format Tools Data Window Contribute Help Adobe PDF

A1   fx ALC Curiculum Content Map

	No.	Course	Section	Title	Src Define	I / O	Notes ALC		Stat	Do	N
1	ALC Curiculum Content Map										
2	Note:	1. Find & Sort common values and sequence by using filter buttons. 2. Collapse or expand row height to show / hide all data by selecting all row									
3		select Menu "Format, Cells" then Tab "Alignment" and check or uncheck "Wrap Text". Print by 1st selecting Menu "File, Print Preview" to check output pr									
4		In-Out (I / O) = i-In, g-graphic, n-need									
8	1	Basic Finance	Course Entry	ALC Basic Finance	Repurpose	n					re
9	2	Basic Finance	Orient	Copyright Notice	Repurpose	i	Embed on previous page				ye
10	3	Basic Finance	Orient	Help - Navigation	Repurpose		No required. Perhaps bury in help button with return?				pe
11	4	Basic Finance	Resources	Resources: Presentation as Job-Aid	cw		Place at end				pe
12	5	Basic Finance	Resources	Resources: MedChoice Contacts	tv	i	Place at end				pi
13	6	Basic Finance	Course Intro	Course Introduction	Team ID	i					gll
14	7	Basic Finance	Course Intro	Course Objectives	Team ID	i	Can we combine with course intro				gll
15	8	Basic Finance	Region & Clinic ID	Region & Clinic Identification (ID)	Team ID	i					m:
16	9	Basic Finance	Region & Clinic ID	Objectives	Team ID	i					gll
17	10	Basic Finance	Region & Clinic ID	Case Example	Team ID example	i					pe
18	11	Basic Finance	Region & Clinic ID	Introduction			Place in front of case and use to set case up.				
19	12	Basic Finance	Region & Clinic ID	How to ID Clinic Region	Team ID						
20	13	Basic Finance	Region & Clinic ID	How to ID Clinic Number	Team ID						
21	14	Basic Finance	Region & Clinic ID	Summary	Team ID						
22	15	Basic Finance	Client Welcome	Client Welcome	Team ID	n					co fir
23	16	Basic Finance	Client Welcome	Objectives	Team ID	n					
24	17	Basic Finance	Client Welcome	Case Example							
25	18	Basic Finance	Client Welcome	Introduction			Place in front of case and use to set case up.				
26	19		Client Welcome	Content							
27	20	Basic Finance	Client Welcome	Summary							
	21	Basic Finance	Pre-Treatment Asses	Pre-Treatement Assessment	Team ID - TV	i	May need to delete this segment. Boss does not see need. More a part of sales				pr

Map / Notes-QAs / Reserve /

Draw   AutoShapes

Ready

Data provides course design and development editing and content status tracking

ISD tool enables course content mapping
Variant used to guide then semi-automate course content programming (actual)

Course build content map for ISDs, SMEs, instructors, media talent and programmers

Agile T&D / ISD enabled with data models

**ISD tool for storyboarding pre-program content build / review / edit sessions
Variant used to create courses & job aids in corporate universities**
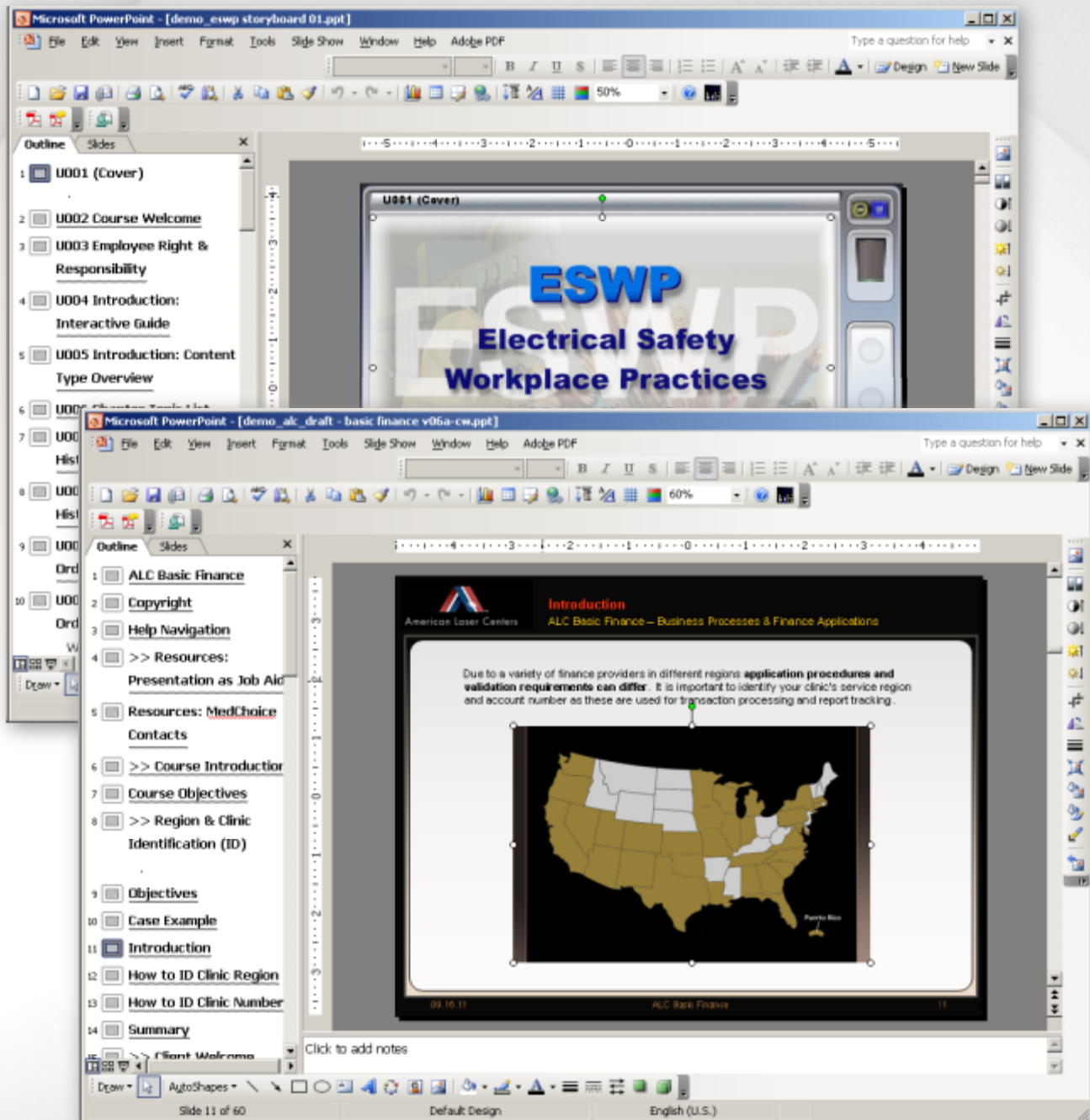
Pre-Articulate PowerPoint CBT & WBT product process model w/ Flash interactives

Agile T&D / ISD enabled with data models

Content is presented, reviewed, edited for delivery in select media.
Content mapping and rapid prototyping
enables easy, accurate onsite & remote collaborations for:
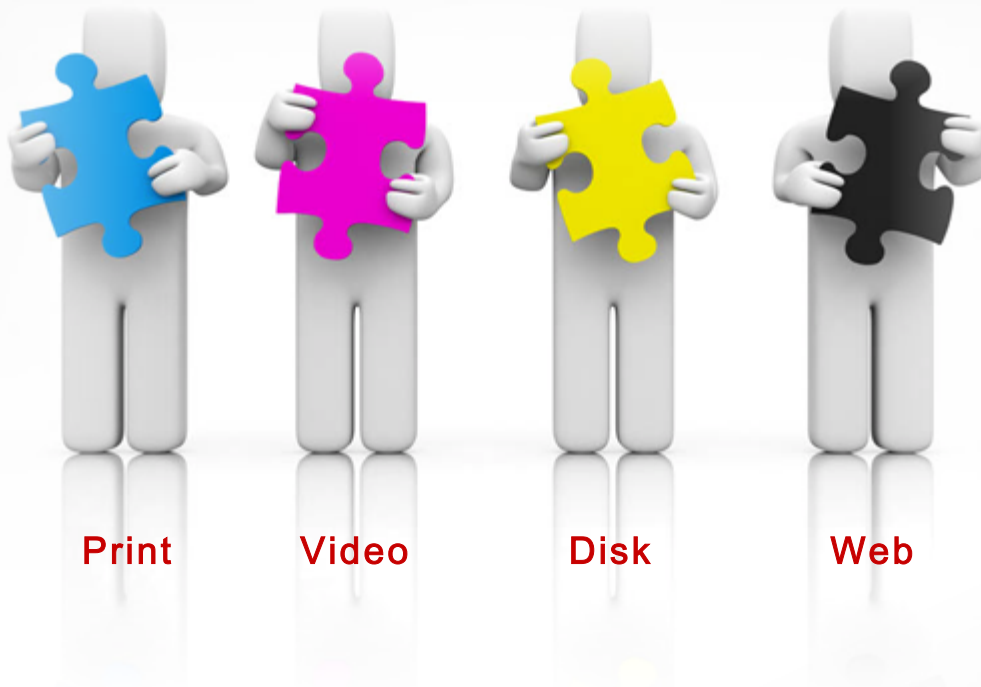
Print   **Video**   **Disk**   **Web**

Production work in documentation, videos and interactive media and/or
corporate & industry standard (AICC, SCORM, etc.) compliant content output.

Designed, developed, and programmed in proprietary media models
and Learning Content Management Systems (LCMS)
for Computer / Web Based Training (CBT / WBT).

Seek opportunities in
technical documentation, Training & Development (T&D), instructional design (ISD)
information mapping, content mapping, eLearning and mobile learning production.