Performance DNA™
Training Design Workshop

The *Performance DNA* **Training Design Workshop** is a complete, state-of–the-art, flexible set of tools (or job aids) — including paper based guides, checklists, and templates—to design and develop performance based instructional materials.

With flexibility and completeness of the analysis process in mind, the tools are designed to meet the needs of both a newly indoctrinated performance analyst and a seasoned ISD professional. They are designed to be effective in complex high technology environments, sales or manufacturing, and every situation in between.

The tools are based heavily on the validated work and processes of pioneers in human performance improvement (HPI) such as Thomas Gilbert and others, while incorporating decades of real-world execution. They include the best tools and processes for today's complex and rapidly changing workplace. *Performance DNA™* is the foundational course of ASTD's Human Performance Improvement (HPI) Certificate Program.

Course Outcomes: Upon completion of the workshop, participants should be able to produce the following outcomes:
- Effective decisions concerning the selection of appropriate learning interventions
- Performance-based instructional materials (curricula, job aids and course designs) that result in valuable outcomes for target learners

DAY 1
Module 1 – Orientation and preview
Module 2—Performance analysis using Performance DNA
Module 3—Develop and build a plan

DAY 2
Quick Review of Day 1
Module 4—Specify and plan job aid type and format
Module 5—Design, develop and evaluate job aids

DAY 3
Quick Review of Day 2
Module 6—Specify materials, develop curriculum plan and plan/design courses
Module 7—Plan and design modules and module activities

The course includes a Case Study which participants will use to review findings from a *Performance DNA* analysis and make decisions about what to train and how best to train.

In addition to standard course materials, participants receive a complete set of guides (job aids) to support their work, as well as a set of templates/worksheets that can use beyond the class to apply this methodology.

The Facilitator will share real life examples, brief presentations to overview the process, and provide an interactive environment to ensure transfer of critical skills in building performance based training.

Workshop length: 3 days