

## 8 Steps of Design and Planning – *a resource*



This model demands that we approach our design work from the perspective of the learners, their current situation and the positive impact we are working toward.

- We fill in this framework through a circular process by drafting steps and then revising them as other steps are understood.
- We use this framework to identify *what we know* and *what we need to know* to develop the right learning program for the people coming.
- This framework helps us check our assumptions and reminds us to check elements that may impact the learning or the learners.
- These steps will ensure learning to maximize the possibility of real change.

## 8 Steps of Design – *a template*

<i>What do we know</i>	<i>What do we need to know</i>
<b>The People</b>	
<b>The Situation</b>	
<b>The Desired Impact/Change</b>	

<i>What do we know</i>	<i>What do we need to know</i>
<b>The Time and Timing</b>	
<b>The Place and Space</b>	

**The Content** – skills, knowledge, attitudes

**The Achievement-Based Objectives**

*By the end of the training, the learners will have...*

**The Learning Tasks – using the 4A model**