

# Creating Quality Trainings

Winter 2012

# State Library 101

## What can we do for you?



12/9/10

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Speaking:

State Library of O... (Host, me) [Mute] [Video]



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# A.D.D.I.E

- Analyze
- Design
- Develop
- Implement
- Evaluate

Analysis

```
graph LR; A[Identify a Need] --> B[Determine a Plan]; B --> C[Gather Data]; C --> D[Analyze Data]; D --> E[Make a Decision];
```

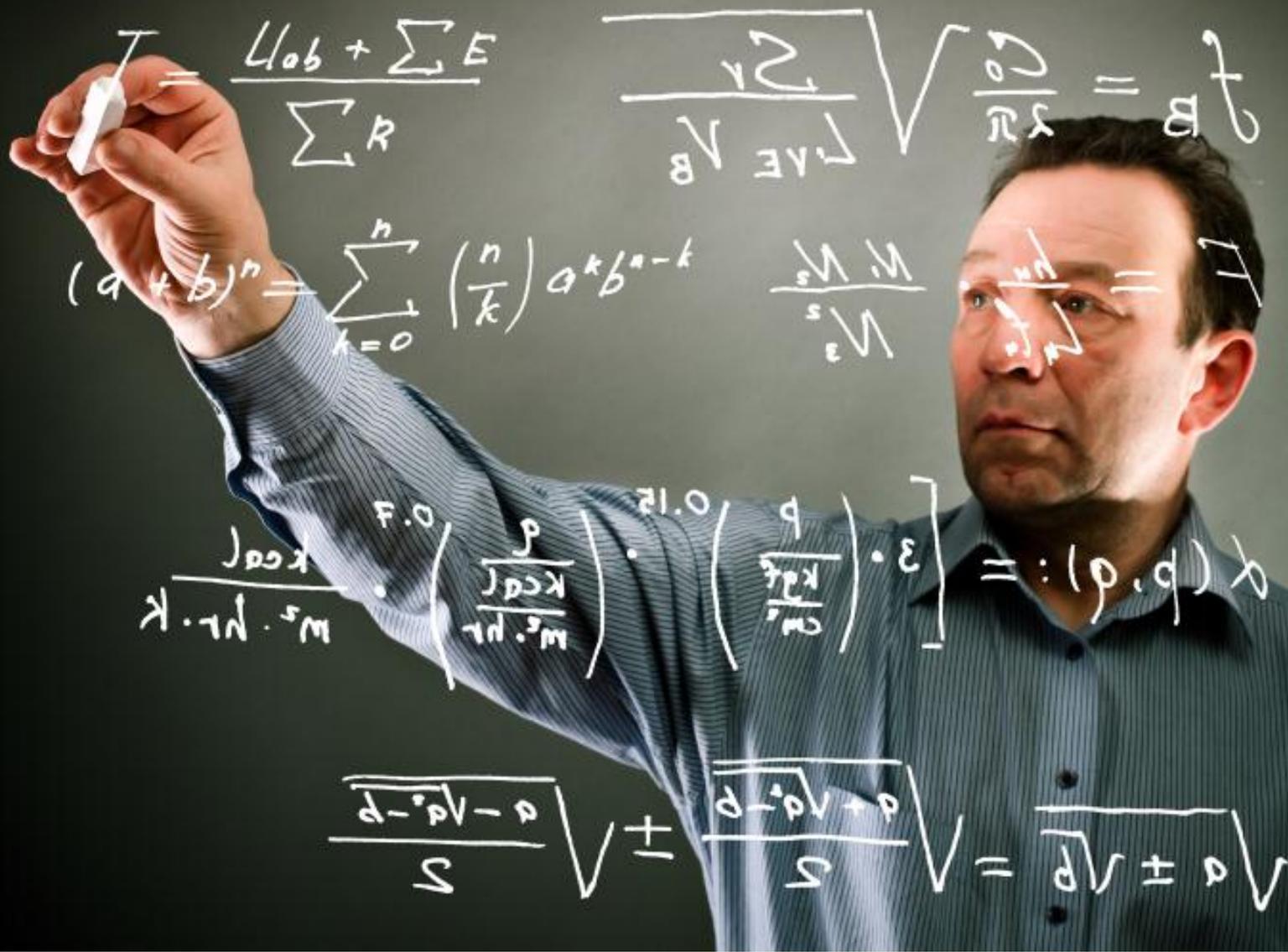
Identify a  
Need

Determine a  
Plan

Gather Data

Analyze  
Data

Make a  
Decision



$$T = \frac{U_{ob} + \sum E}{\sum R}$$

$$f_B = \frac{c_0}{2\pi} \sqrt{\frac{\sum v}{\sum v_B}}$$

$$(a+b)^n = \sum_{k=0}^n \binom{n}{k} a^k b^{n-k}$$

$$\frac{N_s}{N_s} = \frac{N_s}{N_s}$$

$$\alpha(p, d) = \left[ \begin{matrix} 3 \cdot \left( \frac{cm}{kdf} \right)^p \\ \left( \frac{m \cdot nr}{kdf} \right)^{0.12} \\ \left( \frac{m \cdot nr}{kdf} \right)^{0.7} \end{matrix} \right] \cdot \frac{m \cdot nr \cdot k}{kdf}$$

$$\sqrt{a \pm \sqrt{p}} = \sqrt{\frac{a + \sqrt{a^2 - p}}{2}} \pm \sqrt{\frac{a - \sqrt{a^2 - p}}{2}}$$

WHO will do

WHAT by

WHEN and

HOW WELL?

Audience  
Behavior  
Condition  
Degree

Design

# Adult Learning Principles

1. Need to  
know WHY

5. Internally  
Motivated

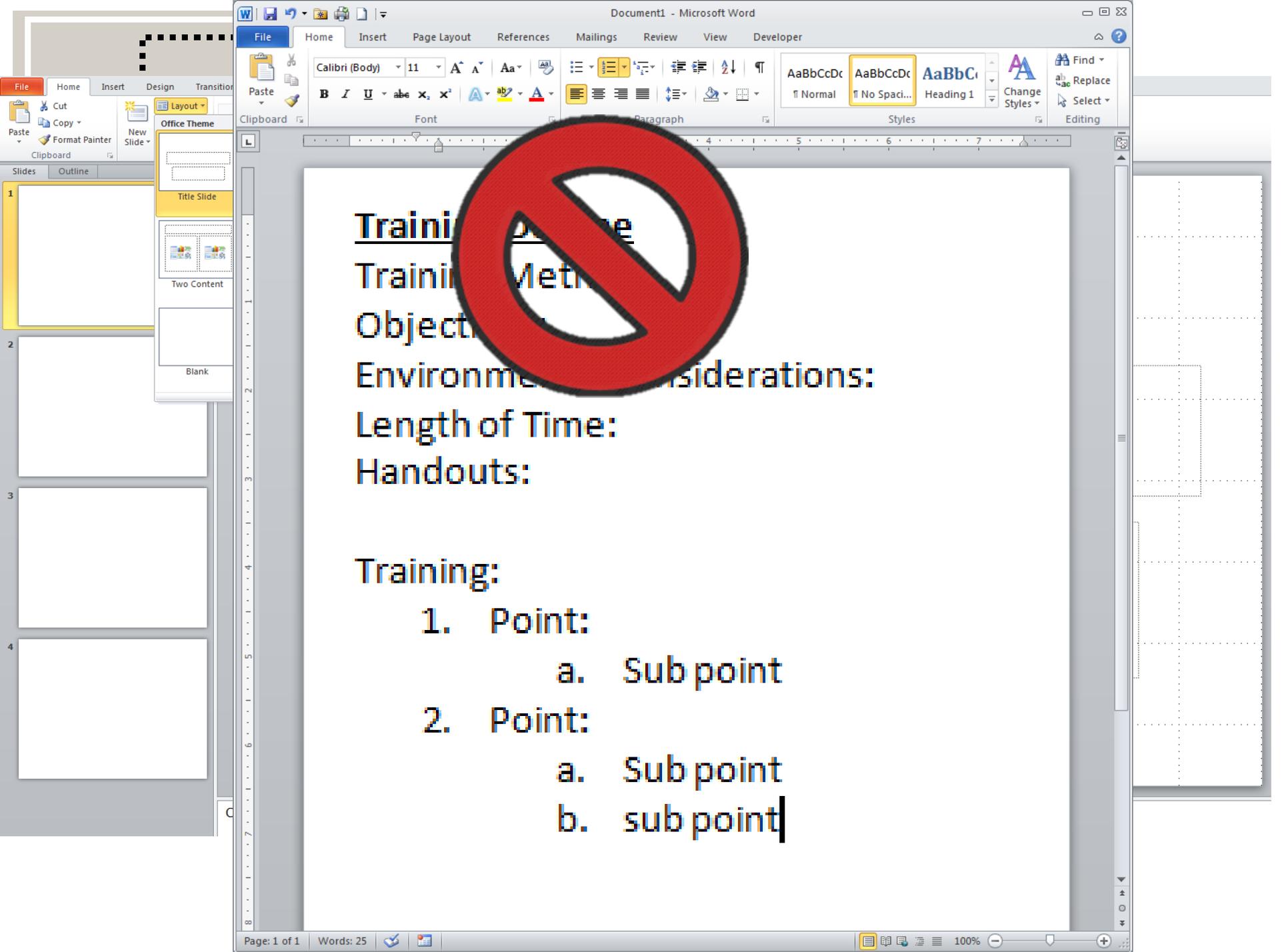
2. Have a Self-  
Concept

6. Understand  
Motivation

3. Have  
Experience

4. Help  
them Cope

Develop



Training Time

Training Method

Objectives

Environmental Considerations:

Length of Time:

Handouts:

Training:

1. Point:
  - a. Sub point
2. Point:
  - a. Sub point
  - b. sub point



# Implement

\*Learning  
Styles

\*Delivery

\*Environment







FRAGILE

Size 1  
200mm x 100mm x 100mm  
Available in 8 sizes at all  
Singapore Post Branches

1517  
3.11

1517

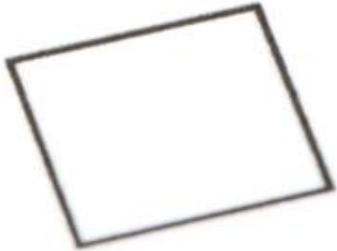
FRAGILE

FRAGILE  
1517  
4.8

Evaluate

&

Enhance



# Kirkpatrick's 4 Levels:

Level 1: Reaction

Level 2: Learning

Level 3: Behavior

Level 4: Results

<u>Method</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>
Survey	X	X	X	X
Interview/Questionnaire	X	X	X	X
Focus Group	X	X	X	X
Knowledge Test		X		
Skill Observation		X	X	
Presentation		X		
Action Planning/ Monitoring		X	X	
Action Based Learning			X	
Key Business HR Metrics				X

**ROE- Return on  
Expectations**

**v.**

**ROI- Return on  
Investment**









Spider-Sense...  
**TINGLING!**





[http://www.stltoday.com/entertainment/books-and-literature/book-blog/article\\_e1537b26-8fcc-5a23-a531-ec50fe99b9a8.html](http://www.stltoday.com/entertainment/books-and-literature/book-blog/article_e1537b26-8fcc-5a23-a531-ec50fe99b9a8.html)



Do as I say  
not as I do



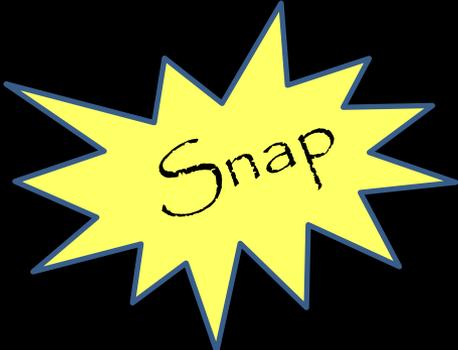
*Bang*



*Crash*



***Woosh***



*Snap*

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## Eli Pariser: Beware online "filter bubbles"

TED2011, Filmed Mar 2011; Posted May 2011

This inspired thinking shared with you by

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