

Course Name: Strategic Training Design and Delivery

Credits	3.0(Three)
Faculty Name	Tania S Rath
Program	MBA(HRM)
Academic Year and Term	2020-21, Term:V

1. Course Description: This course is an advanced course in Learning and development. It is an activity-based course with instructional inputs for understanding effectiveness of training methodology in training design to realize training outcomes. Students will be given an opportunity to design and practice training delivery skills in a classroom scenario as well as in electronic environment. A maximum 40 students would be allowed to register for the course. It is a first-come first-served basis of registration.

2. Student Learning Outcomes (typically 3-5 bullet points)

- Be able to identify appropriate method of training in training design
- Be able to understand the criteria for selecting training methods for technical, behavioural and e learning modules.
- Be able to develop basic Training delivery skills in classroom scenario
- Be able to develop effective E'learning module using learning design principles

Required Text: Reading Materials will be provided by the Instructor,

Reference books: Employee Training and Development by Raymond A Noe and Amitabh Deo
Kodwani, Designing For Growth by Jeanne Liedtka and Tim Ogilvie

4. Tentative Session Plan:

SESSION	TOPIC	READINGS
1 & 2	Introduction to Strategic Training Design and Delivery Design thinking and Design Issues: Objectives, Content and Conduct Selecting Training methods: Criteria for selection, (Knowledge, Skill And Attitude and training methods) Trainer & Training Skills	Readings Materials provided

3 -4	Knowledge Learning: Lecture , Lecture presentation, lecture Demonstration, Pros & Cons, Effective Lecture, Audio visual techniques, Videos & films, Discussion, Group/Panel Discussion, Seminar, Workshop, conferences, Brain storming Questioning & Quiz, Case Study as a method, pros and cons, Making Case study effective, Exercises,	• Readings Materials provided • Demonstrations and Activities in the class & Case Study
5	Experiential Learning: Skill Learning: Learning Functional /technical skills	Readings Materials provided , Practice learning as Class assignment-1 (Work flow Exercise)
6-8	Experiential Learning: Learning Non-technical skills and Reorienting Attitudes • Simulation: Role Play, Structured Experience, Micro labs, Human process labs & unstructured experience, Ice breaking activities, Management Games	Readings Materials provided Making Role Play effective: Case Study Class Assignment -2 (In basket Exercise)
9-13	Training Delivery Skills: Practice Sessions in Class Room (knowledge, Skill, attitude training)	
14-16	Computer and Web-based Training, E-learning. LMS and Authoring tools Innovative training methods Feedback as a method of improving learning, Use of AI in Training	Readings Materials provided Developing E learning Project work: Guidelines
17-20	E learning Project (Group)	Project presentation (E learning module) and concluding session

5. Evaluation

Components	Weightage	Description
Course Involvement	10%	Active preparation for and participation in the class
Individual Assignment	30%	Individual Assignment. Will design and submit a training programme design with training delivery guidelines. Includes individual trainer skill demonstration sessions.(before mid term)
Group Project	20%	The Group will develop and submit a short e'course/learning video which will be discussed in the class (before end term)
End Term Examination	40%	This is the closed book examination at the end of the course. Detailed guidelines will be given before the examination

6. Academic Integrity:

Students must show highest level of academic integrity in writing their assignments, examinations, and doing other exercises, including case presentation. Bringing mobile phones, laptops in the classroom is strictly prohibited.

Students are expected to be punctual for the classes and come prepared going through the reading materials.

Strategic Training Design and Delivery (STDD) **(Syllabus)**

Course Objectives: This is an advanced course focused on Strategic Instructional design and delivery. It is an activity-based course with instructional inputs for effective application of training methodology for realizing training objectives. The course helps to understand application of design thinking principles for strategic training design aligned to organizational objectives.

Course Content: An Introduction to Strategic Training design and delivery, Application of Design thinking principles to Learning & Development, Selecting appropriate training methods, Gagne-Briggs' Instructional design events and its application, Knowledge learning Design, Experiential Learning Design and Skill Learning design and their differences, and Design and development of E'Learning.

Learning Outcomes:

- Be able to select appropriate method of training for various training designs focusing on strategic training outcomes
- Be able to understand and apply design thinking principles in training Design and delivery.
- Be able to conduct training sessions using various training delivery techniques to ensure learning outcomes.
- Be able to develop effective e'Learning module using learning design principles