

## Developing Learning Objective Scenarios

**Directions:** Reflect on the information presented in the module this week regarding Bloom's Taxonomy and how learning objectives should be developed based on the context of the context of situation presented. Review the scenarios provided in this week's worksheet and review the situation. You must determine an appropriate goal and develop learning objectives to align to the goal you have created. Remember, learning objectives must align with the goal you determined. Conclude the assignment with a brief summary actions steps you would address with a SME.

**Scenario #1:** For the past ten years, KawKan has been using a lean manufacturing approach in the assembly of their motorcycles. Over that decade, business has remained strong, but operational costs have continued to increase despite increased sales every year. Management has considered the idea it might be time to switch from the Lean process to a more robust continuous improvement model. Since the company is immersed in the practice of Lean manufacturing model, the management team is not familiar with the basic elements in the continuous improvement model. Management has asked you to prepare a presentation outlining the continuous improvement process and how implementing how it can improve the overall manufacturing output. The designated contacts for this project include the director of supply chain management and the director of continuous improvement for production.

Your role: Assume the role of an instructional designer developing an outline for a training resolution. How would you address the following to correctly identify the learning objectives for this project:

### Goal description

The goal of this training is to familiarize participants with the continuous improvement model and explore its advantages over the lean model.

### Learning objectives/outcomes

At the end of this training, participants will be able to:

- State the basic principles of the continuous improvement model
- List the advantages and disadvantages of the continuous improvement model
- Differentiate between the continuous improvement model and the lean model
- Apply the continuous improvement model to real-life business situations
- Modify processes that currently use the lean model to use the continuous improvement model

### Potential Subject Matter Experts/Define their role in the project:

- Director of Supply Chain Management: They can provide details about the company's current processes under the lean model. What is working? What needs to be improved?
- Director of Continuous Improvement for Production: They can be a resource to help me better understand the continuous improvement model. They can explain how the model works and probably identify other companies that use the model that I can investigate and use as examples.

**Scenario #2:** MedPat is a moderate-sized medical device manufacturer with offices, distribution centers, and production facilities scattered across North and South America. The company's growth has primarily been done through the acquisition of smaller and competing business in the same market. Given the degree of displaced locations, different operating procedures, and non-integrated systems, the operations have become too strenuous. One of the larger sites has been chosen as a test site to harmonize the setup and production of the company's new devices. Soon, other sites will be manufacturing this same device too. MedPat needs to remove itself from a paper-based operation because it slows down production, the records are hard to consistently manage, and it leads to communication issues with the site and field reps. The designated contacts for this initiative consist of a process improvement expert and the vice president of production.

Your role: Assume the role of an instructional designer developing an outline for a training resolution. How would you address the following to correctly identify the learning objectives for this project:

### **Goal description**

The goal of this training is to familiarize participants with the new electronic-based operation the company will be implementing by the end of the year.

### **Learning objectives/outcomes**

At the end of this training, participants will be able to:

- Explain the problems with the current paper-based operation
- Enumerate the steps of the new electronic-based operation
- List the advantages and disadvantages of the new electronic-based operation
- Compare the current paper-based operation with the new electronic-based operation
- Operate the new tools and software associated with the new electronic-based operation

### **Potential Subject Matter Experts/Define their role in the project:**

- Vice President of Production: They can provide details about the current paper-based operation. What specifically about the operation is leading to a slowdown in production? Why are the records hard to manage? What is the current organization system for records? Where are the communication issues between the site and reps arising from? Is there a specific tool that is inefficient or not being used correctly?
- Process Improvement Expert: They can be a resource to help me better understand the new electronic-based operation. How does it work? What does it entail? What technologies will employees need to become familiar with? How will it resolve the issues the company is having with speed, records management, and miscommunication?