Lascher Learning Values

Disrupting Training | Constructing Learning

Training Team's Old Way	vs.	Learning Team's New Values
ADDIE		Agile
Self-contained One Shot		Flexible Series
Classic Deliverables		Form Follows Function
Reactive Content Creation		Anticipatory Content Planning
Implement and Move On		Expect to Iterate
Challenging to Find		Intuitive to Find
Published for Training Team Ease		Published for Learner Experience
Job Description		Emerging Capabilities
Trainer as Authority		Empowered Learner
"Kitchen Sink" Content		Key Ideas & Problem-Solving
Trainer Is SME in Disguise		Learner-Focused Professional
Long Lead Times		Quick Content Creation
UX Considered Last		Designed for UX
Courses Organized by Subject		Courses Organized by Work Context
Long Content		Short Content
Trainer to Learner Interaction		Learner to Learner Interaction
Siloed by Subject Matter		No Subject Matter Specialties
Team Structured Around Subject Matter		Team Structured Around Workflow
Team Only Sees Their Own Content		Team Sees Each Other's Content
Emphasis on Recall		Emphasis on Practice
Focus on Quantity		Focus on Quality
Overworked		Time to Think
Design for the Project You're Doing		Design for Integration and Re-Use
Static		Experiential
Don't Bother the Learners		Learners Are Creation Partners
Narrow Definition of Training		Learner-defined Scope
Can't Measure Training's Effect on Performance		Performance as the Measure of Learning
Complicated Evaluation Process		Big Data Collected Automatically
No Process or Too Much Process		Process Defined but Not Fussy
What Is Content Strategy?		Well-defined Content Strategy Based on Learner
Stakeholders Are the Experts		Learners Are the Experts
No Internal Accountability		Accountability Based on Defined Criteria and Reviews
Strategy Absent or Confused with Goal-Setting		Well-Defined Curricular Strategy