



HR Strategy and Training

The Instructional Design Professional

Course Introduction

The purpose of this instruction design journey is to support technical experts transform their technical expertise into structured learning materials to allow knowledge transfer across teams and individuals at the organization.

Target Audience

- HR Assistant
- HR Generalist
- Personnel Manager
- HR Director

Learning Objectives

At the end of the training course, participants will be able to

- Identify ISD" instructional System Design"
- Explain the benefits of using ISD in designing training
- Analyze ADDIE as a traditional ISD
- Understand the Nine events of Instructions
- Describe the instructional Matrix Analysis System "IMAS"
- Identify the IMAS process to design training
- Define the pre-Design phase
- Use the techniques for doing a TNA for a training program
- Write learning and performance objectives
- Brainstorm and categorize learning content
- Use training tools and activities for enriching the content
- Do performance check for the design

- Design assessment tools
- Evaluate the training manual
- Design a learning project

Course Outline

- **01 Day One**

What is the instructional System Design"ISD" ?

- Why instructional Design ?
- The ADDIE Model in Instructional Design

- **02 Day Two**

The nine events of instructions

- The Instructional Matrix Analysis System "IMAS"
- The Instructional Matrix Analysis System "IMAS" process

- **03 Day Three**

The pre-Design Phase of ID

- The training needs assessment
- ABCD for writing learning objectives

- **04 Day Four**

Grading the learning content

- Training tools and activities

- **05 Day Five**

Kirkpatrick Model for evaluating training

- Jack Philips Methodology for Evaluating Learning Impact

Confirmed Sessions

| FROM | TO | DURATION | FEES | LOCATION |
|---------------|----------------|----------|------------|-------------------------|
| May 12, 2025 | May 16, 2025 | 5 days | 4250.00 \$ | UAE - Dubai |
| Aug. 4, 2025 | Aug. 8, 2025 | 5 days | 4950.00 \$ | Malaysia - kuala lumpur |
| Sept. 7, 2025 | Sept. 11, 2025 | 5 days | 2150.00 \$ | Virtual - Online |
| Nov. 10, 2025 | Nov. 14, 2025 | 5 days | 4250.00 \$ | UAE - Dubai |