

Designing Training Structure Possibilities

STRUCTURE	DESCRIPTION	EXAMPLES	ADVANTAGE	CHALLENGE
Process to product and product to process	Highlights steps taken in order to produce a product	Writing skills	Relevant application	Resources drawn out of participants; time required
Categorical	Organizes training into categories that are logical and related to topic	Communication skills; Cooperative learning structures	Easy to focus, organized, easy to pull resources	Big picture, watch timing
Parts to whole and whole to parts	Subtype of categorical; relates the component categories to the whole	Supervisory and management skills; Job competencies; presentation skills	Many learning styles can be included	Meeting learning styles
Problem to resolution and resolution to problem	Links what is being learned to the problem addressed	New policies; time management; technical skills Discipline program to problems with kids	Relevant adult learning, builds Problem Solving skills	Working on wrong problem, frustration
Simple to complex and complex to simple	Some of material is easier to comprehend; may begin with simpler parts and move to more complex; or may move from most challenging to simpler components	Math, computer, and interpersonal skills	Easier to focus	Accommodate both styles

Adapted from: Designing Powerful Training by Michael Milano with Diane Ullius, Jossey-Bass/Pfeiffer, 1988