

Visum's objective is to create optimal learning environments that are economical, easy to update, easy to manage, and easy to customize. We design learning systems in any format – including on-line, classroom, or print-based instruction. In addition, Visum is able to recommend the most effective combination of components to support the specific training, performance support and knowledge management needs of your organization.

## **Visum's Instructional Solutions**

Today's organizational learning environments offer learners a variety of ways to build skills and knowledge. They can include both on-line and off-line components, such as those listed below. Visum has expertise in designing learning systems that are either technology-based or non technology- based, or a blend of both.

### **On-Line Training/Tools:**

- E-Learning (web-based, computer-based learning, virtual classrooms)
- Performance/information support (job aids, checklists)
- Assessment tools

### **Classroom Instruction:**

- Facilitator Guides
- Participant Guides
- PowerPoint Presentations

### **Print-based Self-Instruction:**

- Self-paced Workbooks

### **On-the-Job (OJT) Training**

- Structured OJT (Supervisor, Employee Guides)
- Mentoring/Coaching Guides
- Job Aids
- Reference Manuals
- Documentation

## **Methodology**

Visum's approach builds on classic Instructional Systems Design (ISD) methodology, which includes the phases of Analysis, Design, Development, Evaluation, and Implementation. In addition, Visum applies the collective study, research, and experience of our Ph.D. level design team to ensure the most optimal solution for your unique requirements.

(Graphic: Chart)

### **Analysis**

- Determine performance requirements for learners
- Identify instructional delivery context and audience characteristics
- Perform task analysis

## **Design**

- Specify performance objectives and testing methods
- Select appropriate instructional formats and strategies
- Create design document providing overview of instruction
- Develop implementation plan

## **Development**

- Write draft version of instruction

## **Evaluation and Implementation**

- Conduct pilot testing
- Produce final version of instruction
- Conduct train-the-trainer
- Deliver instruction according to implementation plan.

## **Critical Features**

In developing its instructional products, Visum applies adult learning principles and the results of recent research in behavioral psychology. The focus is always on the learner and what the learner must do to satisfy performance requirements on the job. Wherever possible, the instruction is aligned with the organization's business objectives and the need to produce measurable results.

Visum's training incorporates the following features:

- Clearly outlined learning objectives that indicate measurable, confirmable behaviors.
- Course lessons that are organized so basic skills appear first with subsequent content building upon basic skills.
- Useful and meaningful questions to test the achievement of learning objectives.
- Exercises that allow learners to engage in practice responding until mastery is demonstrated.
- Feedback to the learner indicating whether or not performance is accurate

In addition, for on-line training:

- Valid pre-tests are created and administered for the purpose of assessing course effectiveness

## **Instructional Development and Consulting Services**

### **Instructional Development Services**

- Design and development of learning solutions for clients,
- Conversion of classroom-based instruction into on-line formats
- Development of learner assessment tools
- Development of performance support aids/reference documentation.

# Visum Instructional Design Consulting

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## Consulting services, such as:

- Curriculum Design
- Evaluation of on-line and off-line learning solutions/systems
- Instruction to clients on how to design on-line training
- Analysis (i.e., front-end, technology requirements, learner, task analysis)
- Knowledge management recommendations.

Visum is uniquely capable of producing instructional systems that address the demands of emerging, dynamic learning environments. We have the expertise to advise you on the right mix of technology- based and more traditional, non-technology-based components that will work for your organization. Then, we can either develop an integrated learning solution for you or help you develop your own.

## For more information

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