

Merrill's First Principles of Instruction Storyboard

Course name: Virtual: Collaboration In L&D: Working Together in Remote Environments

Task/Problem centered

What real-world problems is this course/module relevant to? What real tasks will my students be able to apply this knowledge or skills to?

The real world problem in focus is "Effective Online Collaboration in a Fully Remote/Virtual Environment as the Task/Problem-Centered." Real tasks that can be a struggle to collaborate on are as simple as SME/ID Kickoff meeting to start content outlines to very complex tasks like cross-functional collaborative meetings to create a branching scenario with concepts, eDev functionalities, branding UX/UI with graphics departments, and motion with animators all needing to contribute to the product development.

List a series of problems or tasks, ordered from the least to the most complex:

1. Instructional Designer collaborating with SMEs to blueprint content in outlines and storyboards
2. Adjusting sprint schedules and communicating shifts to multiple colleagues in cross-functional projects
3. Designing a single interactive video content design with many different L&D colleagues all needing input, function notes, motion descriptions, and branding/UX/UI imaging at one, synchronous time
4. Aligning KPI goals in strategy and planning meeting with internal and external stakeholders with different stretch goals, initiatives, budgets, and professional personalities

Activation

How will I engage and activate my students' prior knowledge or learning patterns?

A pre-test with immediate autofeedback explaining the answer will be presented after each question is answered to activate prior knowledge initially. This will be followed by a Discussion prompt asking, "Share with your peers a moment in your remote experience that was challenging that would have been simple in a non-remote experience. Please share what your resolution was. If you have not had a remote experience, comment what you think could've have been a challenge for you or your team if you had to perform one of your daily essential tasks in a remote space."

List relevant contexts for the knowledge or skills you're teaching:

1. Effective collaboration in a remote environment
2. Challenges specific in collaborative activities in a remote space
3. Resolving collaborative challenges in a virtual environment

Demonstration

How will I demonstrate this course/module's subject matter in a way that relates to real problems or tasks?

The learner will be presented with 3-4 scenarios based on real problems that remote L&D specialist have encountered throughout the pandemic and before in fully virtual, remote environments.

List examples, scenarios and anecdotes you will use in your lecture or presentation:

Presenting storyboards to clients for approvals who are in differing timezones; cross-functional UX design/layout collaborations with several L&D specialists needing to manipulate and/or add notes to one design simultaneously; strategy and planning for KPIs between asynchronous external clients and internal stakeholders, etc.

Application

How will my students practically apply their new knowledge or skills?

For blended course offering: Learners will be assigned teams that must work in a virtual only environment and be given a mystery prompt that they will only receive at the time of the mock project assignment. They will brainstorm solutions to the challenge and prepare a brief outline of the product they could make when limited by the mystery challenge.

For virtual course offering: Branching Scenarios w/ adapted learning actions will be randomly chosen by the learner using RNG to distribute a mystery scenario to the learner. They will need to complete the branching scenario, which will adapt to their answers to formulate the most optimal solution to the mystery challenge they are presented with.

List exercises and quizzes you will include in this course/module:

1. Collaborative project simulations: Assign learners to work together on a virtual project, where they have to collaborate remotely to achieve a common goal. This could mimic the challenges of real-world online collaboration.
2. Branching Scenarios w/ adapted learning actions: Present learners with various scenarios related to remote collaboration, such as a team dealing with conflicting ideas during a virtual meeting or managing a project with members in different time zones. They have to make decisions based on their learning and the reactions of those among them, randomly programmed using RNG to realistically emulate real conversations.
3. Pre/post/Final assessments - beginning, middle, end--assess what learners knew before content, after content, and how they mastered effective online collaboration in remote environments.

Integration

How can the knowledge or skills gained by my students in this course/module be applied to their real lives, jobs, etc.?

The information in this course can be applied by supplementing the course instruction with: downloadable resources, replayability on the scenarios/branching scenarios (i.e., once the learner has completed the necessary scenarios, we can unlock all scenarios so they can learn the other challenges and solutions with no cost to their progress or grade), job aids, and quick reference guides they can take to their remote teams. The content instruction will also encourage learners to apply the collaboration strategies and tools they've learned to their current work projects or job tasks.

List a few ways students can integrate their learnings into their lives:

1. Provide them with job aids or checklists for effective online collaboration that they can use in their work.
2. Prompt learners to reflect on how their online collaboration skills have improved after taking the course and how they plan to apply these skills in their professional life.
3. Include a bibliography that can be referenced in a summary slide so learners have real-world case studies and examples that worked effectively to resolve collaborative challenges in remote environments.
4. Suggest open-source, free software that may be used for collaborations to get virtual teams started working in a digital space (Lucid free options, for example)