



The Role of Instructional Design Today Chatbox

- 11:06:07 From Shannon Tipton :
<https://www.learningrebels.com/event/what-smart-trainers-need-to-know/>
- 11:07:02 From Jason Dreyer : 🙌
- 11:08:03 From Maureen Flanagan : Learning Consultant
- 11:08:04 From Molly Schultz : Instructional Designer
- 11:08:05 From Jason Dreyer : Training and Development Manager
- 11:08:07 From Joyce Pickering : Training Coordinator
- 11:08:08 From Anh Nguyen : Reacted to "Learning Consultant" with 👍
- 11:08:09 From Leslie Fritz : Training and Development Specialist
- 11:08:09 From Heather Varney : Sr. Instructional Designer
- 11:08:13 From Anh Nguyen : Reacted to "Instructional Design..." with 👍
- 11:08:14 From Denise Catanzarite : Manager Training & Development
- 11:08:14 From Sara Rouse : Instructional Design Lead
- 11:08:14 From LaCesha Clark : Instructional Design Leader
- 11:08:14 From Erica Beggan : Learning Experience Designer
- 11:08:15 From Mia Matthews : It was Talent Development Manager, but have been ID in past
- 11:08:19 From Rebecca Popielski : instructional designer and project manager
- 11:08:21 From Anh Nguyen : Reacted to "Learning Experience ..." with 👍
- 11:08:23 From Anh Nguyen : Reacted to "Instructional Design..." with 👍

11:08:23 From Douglas Boehm : Master Learning Facilitator i.e. what you need done?
11:08:43 From Anh Nguyen : Reacted to "Master Learning Faci..." with 😊
11:08:46 From Anh Nguyen : Reacted to "instructional design..." with 👍
11:08:50 From Anh Nguyen : Reacted to "It was Talent Develo..." with 👍
11:08:53 From Anh Nguyen : Reacted to "Instructional Design..." with 👍
11:08:56 From Anh Nguyen : Reacted to "Manager Training & D..." with 👍
11:08:58 From Anh Nguyen : Reacted to "Sr. Instructional De..." with 👍
11:09:01 From Anh Nguyen : Reacted to "Training and Develop..." with 👍
11:09:04 From Anh Nguyen : Reacted to "Training Coordinator" with 👍
11:09:07 From Anh Nguyen : Reacted to "Training and Develop..." with 👍
11:09:15 From Erica Beggan : Riiight?!? "If you can imagine it, it can be a job title!"
11:09:23 From Jason Dreyer : Reacted to "Riiight?!? "If you c..." with ❤️
11:09:24 From Anh Nguyen : Reacted to "Riiight?!? "If you c..." with 😊
11:09:32 From Douglas Boehm : Reacted to "Riiight?!? "If you c..." with 🤔
11:09:38 From Maureen Flanagan : In the past --- Learning Experience Architect, Sr.

Instructional Designer

11:09:40 From Erica Beggan : Not.at.all
11:09:54 From LaCesha Clark : And they aren't sure what we really do.... :(
11:09:58 From Anh Nguyen : Reacted to "And they aren't sure..." with 🙄
11:10:08 From Denise Catanzarite : I was just having this discussion with my team this AM - they dislike the title "Trainer" as they feel they do so much more than just lead a session
11:10:10 From Douglas Boehm : Reacted to "I was just having th..." with 👍
11:10:15 From Erica Beggan : Reacted to "And they aren't sure..." with 🙄
11:10:23 From Leslie Fritz : Inconsistencies do not help our profession.
11:10:26 From Anh Nguyen : Reacted to "I was just having th..." with 👍
11:10:29 From Anh Nguyen : Reacted to "Inconsistencies do n..." with 👍
11:10:46 From LaCesha Clark : Reacted to "I was just having th..." with 👍
11:10:53 From Heather Varney : We tend to wear so many hats that it can be hard to nail down just one title that works for all.
11:10:54 From Joyce Pickering : It could cause the problem with job spread, other depts. think you do X, Y and Z. When you only do X.
11:11:18 From Douglas Boehm : @Heather Varney so true
11:11:23 From Erica Beggan : Reacted to "It could cause the p..." with 🙄

- 11:11:30 From Jason Dreyer : Reacted to "It could cause the p..." with 
- 11:11:38 From Erica Beggan : Reacted to "Inconsistencies do n..." with 
- 11:12:27 From Maureen Flanagan : In our organization, we can now identify what skill sets we have and then work in gigs in different parts of the organization that needs those skills for a specific project or initiative. It's less about the title or job level and more about what skills and experience you can bring to the table.
- 11:12:33 From Heather Varney : Less traditional (aka ADDIE) and more dynamic (agile) needed
- 11:12:39 From Anh Nguyen : Reacted to "In our organization,..." with 
- 11:13:10 From Leslie Fritz : I use to just organize the people who do the training, glancing at the content--they could do the training without a keen eye to instructional design methodology
- 11:13:12 From LaCesha Clark : Reacted to "I use to just organi..." with 
- 11:13:18 From Denise Catanzarite : more information management - less formal learning
- 11:13:22 From LaCesha Clark : Removed a  reaction from "I use to just organi..."
- 11:13:25 From Heather Varney : Less ILT and more eLearning, but...people are asking now for more ILT (missed the in-person aspect).
- 11:13:30 From LaCesha Clark : Reacted to "Less traditional (ak..." with 
- 11:13:57 From Molly Schultz : I'm a department of one
- 11:14:03 From Douglas Boehm : Reacted to "I'm a department of ..." with 
- 11:14:05 From Anh Nguyen : Reacted to "I'm a department of ..." with 
- 11:14:08 From Anh Nguyen : Reacted to "Less ILT and more eL..." with 
- 11:15:05 From Heather Varney : I think of myself more as a learning solutions finder (problem solver).
- 11:15:13 From Maureen Flanagan : Reacted to "I'm a department of ..." with 
- 11:15:23 From Maureen Flanagan : Reacted to "I think of myself mo..." with 
- 11:15:29 From Molly Schultz : Yes, I've become a general resource person. If you don't know who knows it or how to find it ask Molly.
- 11:15:40 From Heather Varney : Reacted to "Yes, I've become a g..." with 
- 11:16:13 From Jason Dreyer : Reacted to "Yes, I've become a g..." with 
- 11:16:32 From Maureen Flanagan : Sounds like we share the experience and stigma of Instructional Design taking too long. We could probably dedicate several Coffee Chats to what we can do to overcome that perception across all industries.
- 11:17:37 From Denise Catanzarite : Reacted to "Sounds like we share..." with 

11:18:18 From Erica Beggan : Replying to "Sounds like we share..."

@Maureen - I feel a root cause to this issue is that we're not brought into a project until "they" decided they need "training" developed and then "they" tell us we need to produce a deliverable in less than two weeks.

11:18:26 From Heather Varney : yep

11:18:39 From Jason Dreyer : Reacted to "Sounds like we share..." with 👍

11:18:40 From Heather Varney : Reacted to "Sounds like we share..." with 👍

11:19:03 From Mia Matthews : I think there is also an attitude that "anybody can do that" - so you don't need a professional

11:19:53 From Denise Catanzarite : Reacted to "I think there is als..." with 👍

11:19:58 From Mia Matthews : 100% on the marketing part

11:19:59 From Joyce Pickering : I don't know if this would apply, but I'm starting to write a small status piece that will go in the monthly news letter. Just so ppl know that Training is doing something, even though ppl don't normally see it.

11:20:03 From Anh Nguyen : Reacted to "100% on the marketin..." with 🙌

11:20:12 From Anh Nguyen : Reacted to "I don't know if this..." with ❤️

11:20:17 From Jason Dreyer : Reacted to "I don't know if this..." with 🧡

11:20:18 From Douglas Boehm : make good pudding and build "market" from there

11:20:24 From Anh Nguyen : Reacted to "make good pudding an..." with 👍

11:21:51 From Denise Catanzarite : then again if we are just order takers, then "training" is the solution to everything, until it isn't

11:22:04 From Anh Nguyen : Reacted to "then again if we are..." with 👍

11:22:20 From Heather Varney : @Kely, yes! Training should be brought in at the beginning.

11:22:29 From Erica Beggan : Leaders communicate with competing priorities. We've been told (and given training! LOL) on Performance Consulting, yet when it comes down to it, I'm told at the end of the day to "just do it the way the client has asked for" even though we see a gap/problem with basic ID principals.

11:22:35 From Erica Beggan : Reacted to "@Kely, yes! Training..." with 🙌

11:23:36 From Anh Nguyen : Reacted to "Leaders communicate ..." with 👍

11:23:58 From Maureen Flanagan : The greatest compliment I ever received (as an Instructional Designer) is that the marketing manager wanted me to participate in focus groups

(the kind behind the one way mirrors) as I asked good questions and brought a perspective others on the team did not have. He also referred to me as his wingman on all things related to the training solution.

11:24:34 From Douglas Boehm : Reacted to "The greatest complim..." with 👍

11:25:04 From Joyce Pickering : Getting buy-in sometimes require "extreme" measures. I had to go to work at 2AM (with three hour notice) to help document a process for training. It was a slog, but the big win was that the night supervisors saw that Training was willing to show up at any time to get the job done. That helped bring a lot of supervisors slowly on our side.

11:25:24 From Maureen Flanagan : Reacted to "Getting buy-in somet..." with 🙌

11:25:39 From Denise Catanzarite : Reacted to "Getting buy-in somet..." with 👍

11:26:04 From Mia Matthews : That's part of my needs analysis - what are the time/resource constraints

11:26:31 From Jason Dreyer : Reacted to "That's part of my ne..." with 👍

11:27:29 From Jason Dreyer : @Mia - from there we've started presenting them with options of what could be done within that time constraint and what more can be done and why it's a better option.

11:28:23 From Anh Nguyen : Reacted to "@Mia - from there we..." with 👍

11:28:28 From Mia Matthews : Replying to "@Mia - from there we..."

Yes, good approach. I also will build agilely. Presenting what I can do right away and what can be added on later.

11:28:42 From Denise Catanzarite : My company has a Think Tank program where folks submit suggestions to simplify processes and get recognized with \$\$ reward if their suggestion is implemented. My team brought up that Training is always doing this while asking the probing questions while documenting new processes.

11:28:50 From Maureen Flanagan : One of the biggest insults (but ultimately a key learning) was when a "training" I put together (Articulate wrapper, a few quiz questions and a SME video) received praise as the best training someone had ever had. It was a lipstick on the pig kind of project. Key learning: relevance and timeliness trumps well-designed training with clearly defined outcomes and objectives.

11:28:58 From Joyce Pickering : Reacted to "My company has a Thi..." with ❤️

11:29:24 From Jason Dreyer : Reacted to "One of the biggest i..." with 🎯

11:29:46 From Kely McKeown : Reacted to "One of the biggest i..." with 🙌

11:30:04 From Erica Beggan : Replying to "One of the biggest i..."

OMG THIS 🙌 @Maureen!

11:30:16 From Shannon Tipton :

<https://joshbersin.com/2020/11/a-new-model-for-corporate-training-the-adaptive-learning-organization/>

11:30:20 From Anh Nguyen : Reacted to "One of the biggest i..." with 🎯

11:32:32 From Denise Catanzarite : Reacted to "One of the biggest i..." with 😄

11:32:35 From Erica Beggan : I'm learning more about this due to my diving into accessibility remediation. I'm going to need to learn more about coding to better determine if something isn't accessible.

11:33:34 From Shannon Tipton :

<https://redthreadresearch.com/future-proofing-ld-developing-the-right-skills>

11:33:42 From Erica Beggan : Reacted to "https://redthreadres..." with 👍

11:34:17 From Maureen Flanagan : Reacted to "https://redthreadres..." with 👍

11:34:23 From Anh Nguyen : Replying to "I'm learning more ab..."

Erica - not sure if you've checked out this resource.

[https://accessibe.com/accessscan?utm_feeditemid=&utm_device=c&utm_term=is%20my%20website%20ada%20compliant&utm_source=google&utm_medium=ppc&utm_campaign=GSN_%7C_US-CA_%7C_Accessibility_and_Compliance_Checkers_\(accessScan\)&hsa_cam=9492882453&hsa_grp=97916664433&hsa_mt=e&hsa_src=g&hsa_ad=589939198517&hsa_acc=%7B5473750088%7D&hsa_net=adwords&hsa_kw=is%20my%20website%20ada%20compliant&hsa_tgt=kwd-327786219330&hsa_ver=3&gclid=CjwKCAjwysipBhBXEiwApJOcuyr7q5P7cJ3SYFpRSfxO43WScWYwFz30TT526GDYiASudBwijo4INRoCscIQAvD_BwE](https://accessibe.com/accessscan?utm_feeditemid=&utm_device=c&utm_term=is%20my%20website%20ada%20compliant&utm_source=google&utm_medium=ppc&utm_campaign=GSN_%7C_US-CA_%7C_Accessibility_and_Compliance_Checkers_(accessScan)&hsa_cam=9492882453&hsa_grp=97916664433&hsa_mt=e&hsa_src=g&hsa_ad=589939198517&hsa_acc=%7B5473750088%7D&hsa_net=adwords&hsa_kw=is%20my%20website%20ada%20compliant&hsa_tgt=kwd-327786219330&hsa_ver=3&gclid=CjwKCAjwysipBhBXEiwApJOcuyr7q5P7cJ3SYFpRSfxO43WScWYwFz30TT526GDYiASudBwijo4INRoCscIQAvD_BwE)

11:35:36 From Anh Nguyen : Replying to "I'm learning more ab..."

I know it's for websites but not sure if it could be used for other content

11:36:46 From Erica Beggan : Replying to "I'm learning more ab..."

Thanks @Anh! I'm aware of some of these website checkers, and sometimes they can't provide all the information we may need when we peek behind the curtain. And, I still need to be able to competently articulate why the code is not correct.

11:37:02 From Mia Matthews : That's the way to build the trust
11:38:23 From Douglas Boehm : as you said they found it relevant
11:38:42 From Douglas Boehm : you supplied the WIFM for them
11:40:40 From Denise Catanzarite : Interesting in the Red Thread article that highest % of future skills = Leadership, when so frequently we don't get a seat at this table ...
11:41:43 From Mia Matthews : But it is what they are comfortable with and what they understand
11:41:49 From Anh Nguyen : Reacted to "Interesting in the R..." with 👍
11:41:51 From Jason Dreyer : Reacted to "But it is what they ..." with 👍
11:42:00 From Anh Nguyen : Replying to "Interesting in the R..."

Great point

11:43:33 From Erica Beggan : Reacted to "But it is what they ..." with 🙌
11:43:51 From Erica Beggan : Reacted to "Interesting in the R..." with 😬
11:44:17 From Douglas Boehm : Yes Mia - and where we can make attempts to push the envelope, introduce new nuances within the parameters. Think the same elements that we know about training (immerse, practice, fail, repetition, etc.) are applicable to those we are referring to as they... so we can't expect that that they will learn just because of a few conversations
11:44:48 From Anh Nguyen : Reacted to "Yes Mia - and where ..." with 👍
11:46:31 From Mia Matthews : Getting data evidence is good.
11:46:36 From Maureen Flanagan : Ask questions the demonstrate we understand the business from their perspective OR be up front about how you would like to understand the business from their perspective. AVOID our learning & development speak and remain curious about learning more.
11:46:55 From Douglas Boehm : Look at you Kelly, speaking their language
11:47:03 From Anh Nguyen : Reacted to "Redthread LD Skills.png" with 😬
11:47:08 From Anh Nguyen : Reacted to "Look at you Kelly, s..." with 👍
11:47:20 From Douglas Boehm : or language, whichever you choose
11:47:47 From LaCesha Clark : I require my participants direct leadership take the training as well. Then follow-up on post 30days to see if the performance has changed.
11:49:30 From Justine Jardine : Backwards design forces managers to think about the behaviour changes that they want to see and design the program from there.

- 11:49:34 From Mia Matthews : Reacted to "Backwards design for..." with 👍
- 11:49:41 From Douglas Boehm : Reacted to "Backwards design for..." with 👍
- 11:49:45 From Kely McKeown : Reacted to "Backwards design for..." with 👍
- 11:49:45 From Mia Matthews : Reacted to "I require my partici..." with 👍
- 11:50:53 From Joyce Pickering : Reacted to "I require my partici..." with 👍
- 11:51:04 From Douglas Boehm : always ask questions
- 11:52:32 From Anh Nguyen : Reacted to "Backwards design for..." with 🙌
- 11:52:42 From Anh Nguyen : Replying to "Backwards design for..."

Design with the end goals in mind.

- 11:52:55 From Anh Nguyen : Reacted to "always ask questions" with 🙌
- 11:53:06 From Justine Jardine : Reacted to "Design with the end ..." with 🙌
- 11:53:33 From Douglas Boehm : I love that angle
- 11:54:19 From Denise Catanzarite : often my desire to have a seat at the table grows from the frustration of being handed a training order at the 11th hour when if we had had the ability to be part of the discussion we could have developed a better/more meaningful solution with more time and information
- 11:54:33 From Justine Jardine : Reacted to "Backwards design for..." with 🙌
- 11:54:35 From Jason Dreyer : Reacted to "often my desire to h..." with 🙌
- 11:54:37 From Mia Matthews : Reacted to "often my desire to h..." with 🙌
- 11:54:37 From Kely McKeown : Replying to "often my desire to h..."

So true!

- 11:54:41 From LaCesha Clark : Reacted to "often my desire to h..." with 🙌
- 11:54:44 From Erica Beggan : Reacted to "often my desire to h..." with 🙌
- 11:54:46 From Anh Nguyen : Reacted to "often my desire to h..." with 🙌
- 11:56:20 From Denise Catanzarite : agreed
- 11:57:29 From Douglas Boehm : This has Been GREAAAAT! Gotta run for work, but lemonade from lemons, even when pressed just to take the order and deliver, find a way to deliver something that moves the needle. There's always something. Lovely weekend to you all.
- 11:57:46 From Denise Catanzarite : Reacted to "This has Been GREAAA..." with 😂
- 11:57:50 From Kely McKeown : Thanks for your great insights Doug!
- 11:58:00 From Anh Nguyen : Reacted to "Thanks for your grea..." with ❤️

11:58:51 From Mia Matthews : Learn how to slide into their DMs 😊
11:59:02 From Erica Beggan : I've been told I'm not allowed to interact with the client.
11:59:23 From Anh Nguyen : GREAT discussion today!!

We have the events for the remainder of the year up - check it out and get them on your calendars!

<https://learningrebels.com/events>

11:59:27 From Kely McKeown : Reacted to "GREAT discussion tod..." with 😞
11:59:47 From Jason Dreyer : Reacted to "Learn how to slide i..." with 🤔
11:59:49 From Denise Catanzarite : Excellent observation Jason
11:59:51 From Maureen Flanagan : If I have had conversations with people, I demonstrate I heard them by forwarding an article or resource I found and providing some context why I thought they might appreciate it.
12:00:01 From Erica Beggan : Reacted to "Excellent observatio..." with 👍
12:00:04 From Justine Jardine : Reacted to "Excellent observatio..." with 👍
12:01:19 From Erica Beggan : Replying to "I've been told I'm n..."

Clarifying: Not because of me personally, but because of my title, and where my team sits within the department I reside in.

12:01:19 From Anh Nguyen : Reacted to "I've been told I'm n..." with 😞
12:01:28 From Anh Nguyen : Thank you for joining us today!! You'll receive an email with all the details to access the video and resources. If you'd like to access to this and ALL Learning Rebels resources 24/7, you'll find them in the Learning Rebels Community! Not to mention connecting with other L&D pros like the ones you've met here today.

<https://learning-rebels-network.mn.co>

12:01:30 From Jason Dreyer : Reacted to "Clarifying: Not beca..." with 👍
12:01:45 From Kely McKeown : Who's going to DevLearn??? I am!
12:01:47 From Anh Nguyen :

<https://www.learningrebels.com/event/storytelling-to-support-learning-with-hayida-nuriddin/>

12:01:52 From Shannon Tipton :
<https://www.learningrebels.com/event/storytelling-to-support-learning-with-hayida-nuriddin/>
12:01:55 From Denise Catanzarite : Great discussion - Thank you everybody. So nice to meet you all! My first time and I'll definitely be back again :)
12:01:56 From Heather Varney : Oh, I have her book.

12:02:01 From Anh Nguyen : I'll be at DevLearn
12:02:04 From Shannon Tipton : <https://learning-rebels-network.mn.co/>
12:02:32 From Erica Beggan : Replying to "Who's going to DevLe..."

I am too @Kely McKeown!

12:02:40 From Anh Nguyen : Reacted to "I am too @Kely McKeo..." with ❤️
12:03:01 From Anh Nguyen : Replying to "Who's going to DevLe..."

YAY...I'll get to see you too @Erica Beggan !

12:03:03 From Erica Beggan : Replying to "I'll be at DevLearn"

I hope to see you @Anh Nguyen!

12:03:21 From Justine Jardine : Thanks Shannon! Enjoy the weekend recuperating.
12:03:37 From Erica Beggan : Have a fantastic weekend everyone!
12:03:46 From Maureen Flanagan : Hey, Erica. One of my top 5 strengths is also Individualization.
12:03:46 From Anh Nguyen : Have a GREAT weekend!