

# Workshop Objective

Use this packet to identify the goals of your learning program, determine the right mix of learning structures, balance collaboration with individual ownership, design scalable learning experiences, and align learning dynamics to business outcomes.

L & D Leader Name: \_\_\_\_\_

Organization: \_\_\_\_\_

Program Name: \_\_\_\_\_

Program Date Range: \_\_\_\_\_

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## What type of program are you designing?

- Internship Program
- Leadership Development
- Technical Academy
- Sales Enablement
- New Hire Onboarding
- AI Upskilling
- Manager Training
- Other: \_\_\_\_\_



## Define the details of your Program?

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## Map Learning Objectives

Learning Objectives *"What learners can DO"*

Learning Outcomes *"What learners ultimately GAIN or IMPROVE"*

***Reference the Examples Document for specific uses***

List at least 2 Learning Objectives

#1: \_\_\_\_\_

#2: \_\_\_\_\_

List at least 1 Learning Outcome for each Objective:

Learning Objective 1:

\_\_\_\_\_

Learning Objective 2:

\_\_\_\_\_

List at least 1 Learning Experience for each Objective:

Learning Objective 1:

\_\_\_\_\_

Learning Objective 2:

\_\_\_\_\_

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## Design for Desired Outcome(s)

### List the Learning Approaches to Apply to this Program

Learning Approach

1: \_\_\_\_\_

Learning Approach

2: \_\_\_\_\_

## Team Learning: Rethinking Development for Real Growth, Motivation and Impact

Learning Approach

3: \_\_\_\_\_

Learning Approach

4: \_\_\_\_\_

### Define the details of the Learning Approaches for your Program?

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## Frame the Learning Experience

You will need to make time to put design your entire program around the different learning approaches. Plan to speak with Stakeholders to help you define how the Learning Objectives, Learning Outcomes and Learning Experiences need to be framed for the program. Here are a few of the areas to consider:

### Program Title

This is the layer where you describe:

- *how* the workshop will run
- *what* participants will experience
- *the* instructional methods used
- *where* engagement and application happen

## Team Learning: Rethinking Development for Real Growth, Motivation and Impact

This is often the language reviewers look for when evaluating whether a workshop is interactive, learner-centered, and practical.

Account for Facilitation Methods, such as:

- Type of Facilitator, Presenter, Coach, Trainer
- Discussion Flows
- Reflection Flows
- Other Interactive Flows
- Team Ownership (what, where, when)
- Debrief Types
- Expected Artifacts from the program or point in the program
- Aligned Metrics (aligning the what and how to the measurements)
- Gamified, Demonstrations, Green-field exploration, etc.

## Build Habits, Nudge Learning, Drive Growth



Define any current Habits or Nudges that you've seen successful in your own programs.

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Record additional Nudges or Habits that might compliment the Learning Approaches you've identified.

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## Passive or Experiential Learning

Define how you might apply these Paths to Learning in your Program and highlight specific types to apply to your program.

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# Workshop Examples

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## Map Learning Objectives

Learning Objectives *"What learners can DO"*

Learning Outcomes *"What learners ultimately GAIN or IMPROVE"*

### *Examples of Learning Objectives*

#### **Workshop Example: AI for Learning & Development Workshop**

##### **Learning Objectives**

Participants will be able to:

Write effective prompts for AI-assisted course design

Evaluate AI-generated learning content for accuracy and relevance

Create a draft training outline using generative AI tools

##### **Learning Outcomes**

Participants will:

Increase efficiency in training development workflows

Improve confidence using AI tools in L&D practices

Enhance the quality and speed of learning content creation

### *Examples of Learning Experience tied to Learning Objectives*

#### **Objective 1:**

**“Write effective prompts for AI-assisted course design”**

#### **Learning Experience Example**

Participants work in small groups to transform weak AI prompts into stronger, more targeted prompts.

The facilitator:

- Demonstrates examples of vague vs. effective prompts
- Models prompt engineering techniques live
- Guides participants through a hands-on prompt-writing exercise
- Encourages peer feedback and iteration

#### **Participant Activity**

Participants:

- Draft prompts for creating learning objectives, quiz questions, or lesson plans
- Test prompts using an AI tool
- Revise prompts based on output quality

## Design for Desired Outcome(s)

### Designing the Learning Experience for Desired Outcomes

#### Example: AI for Learning & Development Workshop

This moves beyond *what participants will learn* into *how the workshop is intentionally designed to develop broader capabilities and behaviors*.

In ATD language, this is often about:

- learner-centered design
- capability building
- transfer of learning
- workplace application

#### Example Learning Design

Participants choose:

- their own workplace training challenge
- the AI tools they want to experiment with
- which outputs to refine and improve

The facilitator acts more as a coach than a lecturer.

#### Learning Activities

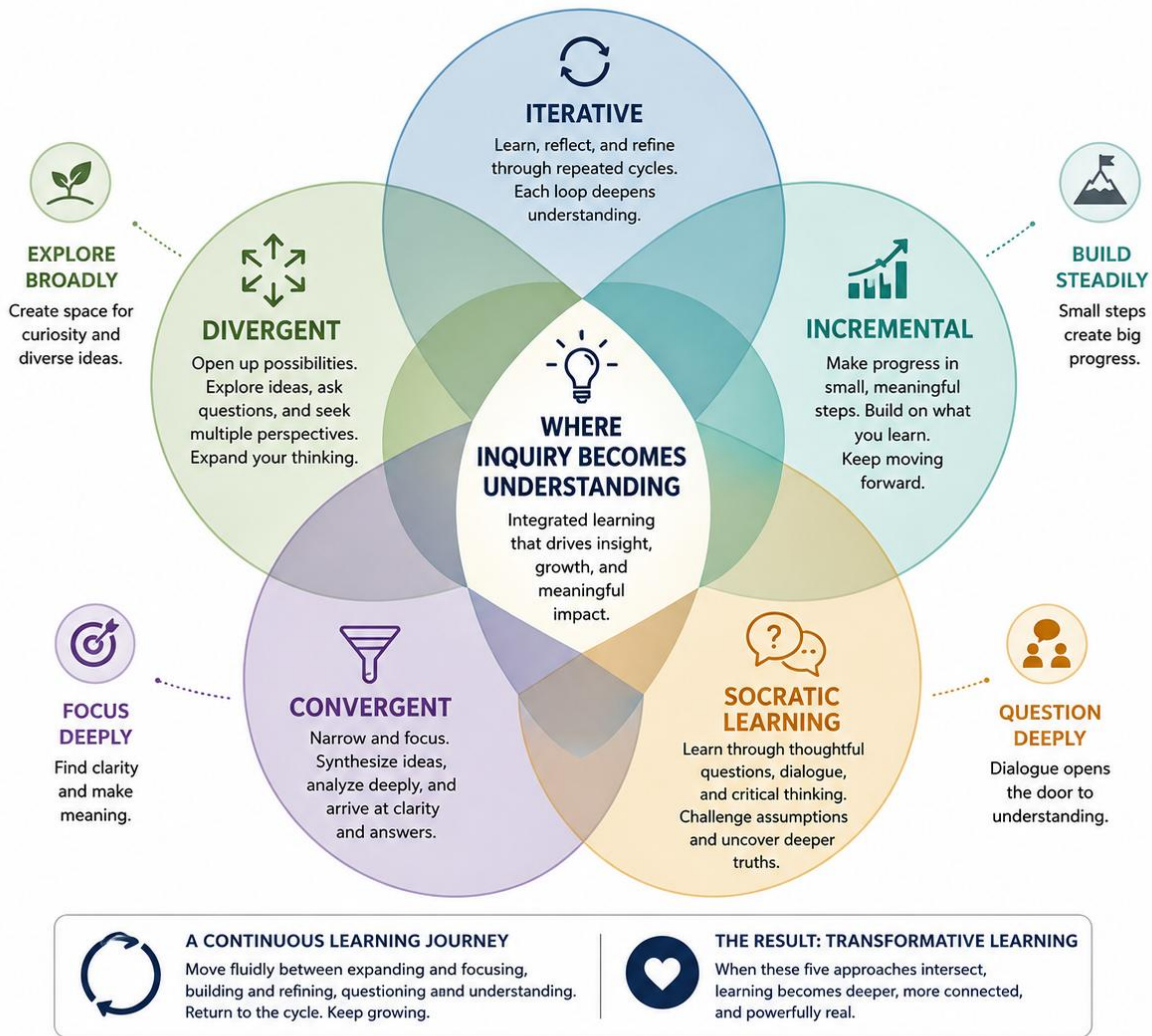
- Self-directed AI experimentation
- Reflection journals
- Peer sharing of discoveries
- Personal action planning

## Learning Approaches

Define which Learning Approach(s) you want to incorporate into your program. List a few examples of how this will incorporate into your program. You will need to come back and put some real thoughtful work in here, this is just to get your starting in the thinking and design.

### THE DYNAMIC FRAMEWORK FOR DEEP LEARNING

Five complementary approaches. One powerful learning journey.



- EXPLORE** with curiosity
- FOCUS** with purpose
- ITERATE** with reflection
- GROW** incrementally
- QUESTION** with intention
- LEARN DEEPLY. MAKE AN IMPACT.**

## Frame The Learning Experience

### AI for Learning & Development Workshop

This is the layer where you describe:

- *how* the workshop will run
- *what* participants will experience
- *the* instructional methods used
- *where* engagement and application happen

This is often the language reviewers look for when evaluating whether a workshop is interactive, learner-centered, and practical.

### *Examples of Framing the Learning Experience*

#### Workshop Example: AI for Learning & Development Workshop

##### 1. Facilitation Methods

These describe *how the facilitator guides learning*.

##### Examples for the AI L&D Workshop

##### Live Demonstrations

The facilitator models:

- prompt engineering techniques
- AI-assisted content creation
- workflow optimization strategies

### Guided Facilitation

The facilitator:

- coaches participants through activities
- asks reflective questions
- supports experimentation
- facilitates peer discussion

### Interactive Discussion

Participants engage in:

- facilitated discussions
- ethical debates around AI use
- collaborative problem-solving

### Reflection-Based Facilitation

The facilitator incorporates:

- reflection pauses
- debrief conversations
- personal application planning

# Build Habits, Nudge Learning, Drive Growth



## BUILD HABITS. NUDGE LEARNING. DRIVE GROWTH.

Habits form through repetition and reflection. Learning nudges, embedded in the flow, reinforce small actions that lead to lasting behavior change and deeper learning.



Small nudges, embedded in the learning process, lead to repeated actions, stronger habits, and meaningful performance improvement.

**WHAT IS A NUDGE?**

A nudge is a small prompt or environmental cue that encourages the right behavior at the right time—without forcing it.

**THE HABIT LOOP**

**EMBED NUDGES IN THE LEARNING PROCESS**

- ✓ Attract attention
- ✓ Provide timely prompts
- ✓ Make the right action easy
- ✓ Reinforce progress
- ✓ Encourage reflection and adaptation

LEARNING APPROACH	ITERATIVE	INCREMENTAL	DIVERGENT	CONVERGENT	SOCRATIC LEARNING
<p><b>LEARNING APPROACH</b></p> <p>Learn through cycles of feedback and refinement.</p>	<p><b>ITERATIVE</b></p> <p>Learn through cycles of feedback and refinement.</p>	<p><b>INCREMENTAL</b></p> <p>Build knowledge and skills in small, manageable steps.</p>	<p><b>DIVERGENT</b></p> <p>Explore broadly and generate multiple possibilities.</p>	<p><b>CONVERGENT</b></p> <p>Analyze, prioritize, and focus on the best solution.</p>	<p><b>SOCRATIC LEARNING</b></p> <p>Ask better questions to deepen thinking and understanding.</p>
<p><b>EXAMPLE NUDGE</b></p> <p></p>	<p><b>EXAMPLE NUDGE</b></p> <p> Prompt: "What did you learn this round?"</p>	<p><b>EXAMPLE NUDGE</b></p> <p> Prompt: "What's one small step you can take today?"</p>	<p><b>EXAMPLE NUDGE</b></p> <p> Nudge: "Explore a new perspective."</p>	<p><b>EXAMPLE NUDGE</b></p> <p> Nudge: "What's the most impactful action?"</p>	<p><b>EXAMPLE NUDGE</b></p> <p> Nudge: "What assumptions are we making?"</p>
<p><b>EXAMPLE IN ACTION</b></p> <p></p>	<p><b>EXAMPLE IN ACTION</b></p> <p> After every practice or simulation, a quick prompt drives reflection and iteration.</p>	<p><b>EXAMPLE IN ACTION</b></p> <p> Microlearning lessons and small goals keep learners moving forward consistently.</p>	<p><b>EXAMPLE IN ACTION</b></p> <p> Discussion prompts or scenario variations encourage expansive thinking.</p>	<p><b>EXAMPLE IN ACTION</b></p> <p> Decision frameworks and prioritization tools guide focused action.</p>	<p><b>EXAMPLE IN ACTION</b></p> <p> Socratic questions prompt deeper dialogue and insight.</p>

## Passive or Experiential Learning

**PASSIVE LEARNING**

Information is delivered **TO** me.  
Learners receive information.  
Their role is to listen, read or watch.

**TYPES OF LEARNING IN THE PASSIVE ZONE**

-  **1. LECTURE**  
Listening to a lecture or presentation
-  **2. READING**  
Reading books or articles
-  **3. AUDIO / VISUAL**  
Watching videos or listening to audio

**IMPACT IN THE PASSIVE ZONE**



Lower engagement.  
Lower retention.  
Easier to forget.

**EXPERIENTIAL LEARNING**

I participate, practice and apply.  
Learners are active in the process.  
They do, reflect, apply and create.

**TYPES OF LEARNING IN THE EXPERIENTIAL ZONE**

-  **4. DEMONSTRATION**  
Watching a demonstration or example
-  **5. DISCUSSION**  
Participating in a group discussion
-  **6. PRACTICE BY DOING**  
Practicing skills or applying concepts
-  **7. TEACH OTHERS / REAL-WORLD APPLICATION**  
Teaching others or applying learning in real situations

**IMPACT IN THE EXPERIENTIAL ZONE**



Higher engagement.  
Higher retention.  
Stronger application.  
Lasting impact.

### Let's Connect!

If you'd like to learn more about building growth-focused, dynamic learning programs within your organization, we'd love to continue the conversation. Our team of expert practitioner-facilitators, technical specialists, and experienced content and curriculum developers partners with enterprise clients around the world to design learning experiences that drive engagement, capability growth, and measurable impact.

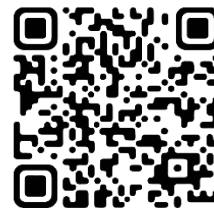
Whether you're launching a new initiative, evolving your learning strategy, or scaling enterprise-wide transformation, we're here to help bring your vision to life. We'd love the opportunity to partner with you and take your learning ecosystem to the next level!

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### Stay Connected with *The Agile Couple* Podcast

If today's workshop sparked new ideas and challenged your thinking, continue the journey with *The Agile Couple* Podcast — where agile thinking, learning transformation, leadership, team dynamics, and human-centered growth come together in practical, real-world conversations. Through authentic discussions, actionable insights, and stories from the field, we explore how organizations can build stronger learning cultures, empower teams, and create meaningful change that lasts.

Scan the QR code to access our resources, episodes, tools, and learning content, and visit our YouTube channel at **The Agile Couple** to watch full episodes and conversations. If you enjoy the content, we'd love your support — subscribe, like, and share to help us continue building a community focused on learning, growth, agility, and transformation. Your next big idea might start with one conversation.