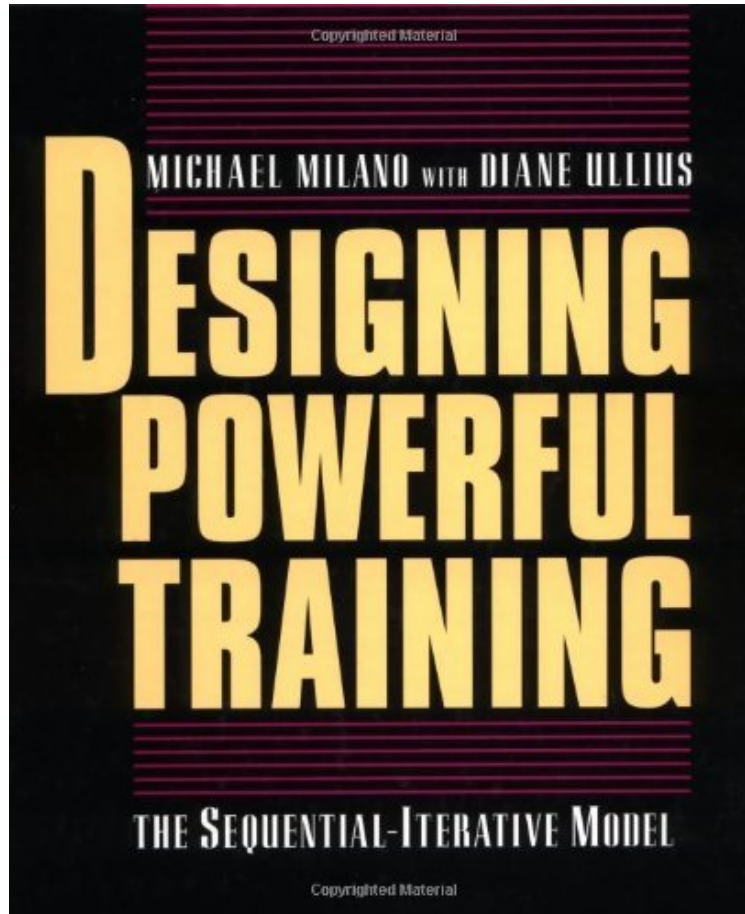


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Designing Powerful Training: The Sequential-Iterative Model (SIM)

Michael Milano, Diane Ullius
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Michael Milano, Diane Ullius : Designing Powerful Training: The Sequential-Iterative Model (SIM) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Designing Powerful Training: The Sequential-Iterative Model (SIM):

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By Kim Carrington
Read this years ago but couldn't remember the name...finally found it again. Good information about creating engaging and effective training. Some stuff is outdated but still a handy reference.
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By L M Farley
I teach a corporate trainer certification program and selected this book as a basis for our instructional design curriculum. It was recommended to me by the training manager of a large company. I found it a straightforward and concise model of how to develop training. A new designer can follow these steps and create a strong course. I especially like the section on need assessment. It gives some specific examples of how you can analyze the data collected in such an assessment.
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Move from the cave and "don't forget the F
By Mary
Oh my goodness! What an excellent resource to have at your fingertips. BRILLIANT!

"An excellent, comprehensive, and very practical guide for training design. --Beverly Popek, director of human resources, professional consulting services, MCI Telecommunications The answer is here. The heart of this book is the Sequential-Iterative Model (SIM) for training design. A fancy term for a simple, elegant concept: training should be a step-by-step process with a feedback loop that enables you to continually refine your training based on experience. "You will not find another book that so thoroughly examines the process of creating training events. For anyone who wants to do quality design work, this book is highly recommended." --Mel Silberman, author of Active Training and 101 Ways to Make Training Active This book is a tool to help you design training that is: Effective: Accomplishing specific objectives that aim toward success Efficient: Meeting training objectives without wasting time or energy Engaging: Involving learners and incorporating their experience into the training You get checklists and evaluations to guide your development process. Out of their many years of experience, Milano and Ullius have created a practical guidebook that enables you to structure training so it is fluid and adaptable. Many guides to instructional design are stuffy, academic, and difficult to apply to the real world. Not so with Designing Powerful Training. This book is easy to approach and visually refreshing, with over 70 figures and illustrations! You'll receive an overview of training basics, including: Identifying the central characteristics of adult learners Recognizing the essential skills for instructional design Conducting a simple and quick needs assessment . . . and much more! Next, the authors introduce you to the revolutionary SIM design. This design guides you through: defining training goals and objectives designing a big-picture outline for your training program refining your outline to create a detailed training process selecting media for your training events evaluating the success of your designs. "I like this book! The [SIM] gives me the connection between training design and organizational performance needs I have been looking for in other books."-- Joseph A. Greenberg, professor of higher education administration, The George Washington University An essential piece of the puzzle is the running example that the authors follow throughout the book. This is where the rubber meets the road. You see the SIM in action and you recognize how you'll make it work for you.

"An excellent, comprehensive, and very practical guide for training design." (Beverly Popek, director of human resources, professional consulting services, MCI Telecommunications) "You will not find another book that so thoroughly examines the process of creating training events. For anyone who wants to do quality design work, this book is highly recommended." (Mel Silberman, author of Active Training and 101 Ways to Make Training Active) About the Author MICHAEL MILANO is passionate about training design and facilitation, about creating learning events that help people learn while being affirmed in their competence. Since 1986, he has been president of Murphy Milano, Inc., a training and organization development company in Alexandria, Virginia; he has been designing and facilitating adult learning events since 1971. Among his clients are large international organizations, such as the United Nations and the World Bank; federal government organizations, including the Department of Commerce and the Library of Congress; companies as well known as W. R. Grace Company and MCI Telecommunications; and not-for-profit groups, ranging from United Way of America to the Gay Men's Chorus of Washington. In the late 1980s, Michael was invited to design courses in training design and in presentation skills for the Training Specialist Certificate Program at Georgetown University, and he is still teaching both courses. He is a member of the American Society for Training and Development and the Association for Psychological Type. DIANE ULLIUS is principal of Word Tamers, a consulting firm in Arlington, Virginia, that focuses on training and coaching in writing and speaking. Her clients range from Time-Life Inc. and the National Institutes of Health to the Sexual Minority Youth Assistance League. She is also an adjunct professor at Georgetown University. She has previously been published in Training Development, The Editorial Eye, and The Bookwoman. She is a member of the Washington, D.C., chapter of the American Society for Training and Development and since 1990 has been a national board member of WNBA, the Women's National Book Association. Diane believes that words are power--that you can take charge of your words and make them do what you want them to do.