



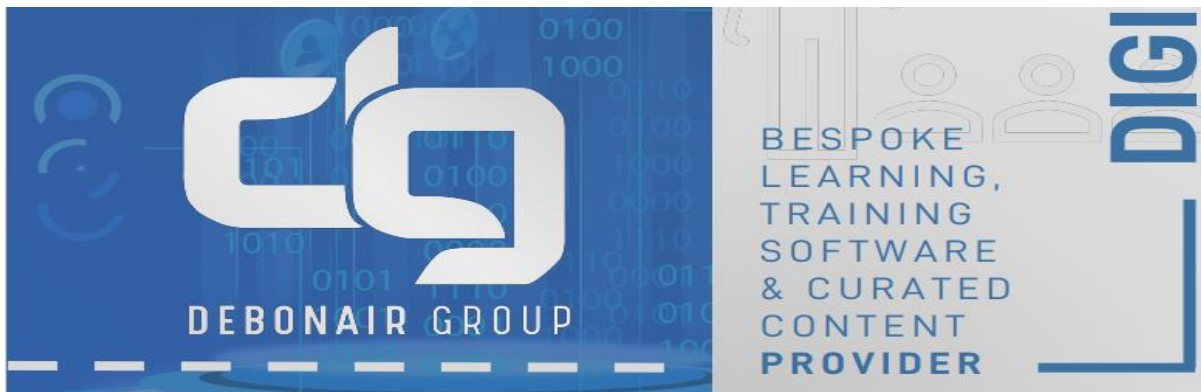
## DEBONAIR TRAINING 2023 BLOG 4

What learning theories, instructional design models, and strategies are used by Debonair Training and how do they distinctively impact users?

To meet the learning objective, the learning activities and assessment requirement; we essentially blended a mix of some theories using models that fit the profile of target learners/trainees and implement these theories and models using strategies which incrementally creates scaffolding for new concepts which in-turn enables the learner construct meaning using their preferred learning style.

We designed the competency theme around this i.e., using a subject's learning plan, which has inbuilt learning paths, accommodating the learners typical learning styles.

The screenshot displays the 'London Pandemic Portal' interface. At the top, there is a purple header with the portal's name and the Transport for London logo. Below the header, the main content area features a 'COVID-19 Dashboard by the Center for Systems Science and Engineering (CSSE) at Johns Hopkins University (JHU)'. On the left side, there is a sidebar with a 'Total Confirmed' count of 6,429,453 in large red text. Below this, there is a section for 'Confirmed Cases by Country/Region/Sovereignty' with a list including 'US' and 'Kingdom'. The central part of the dashboard is dominated by a video player showing a scene of people in white protective suits and masks, likely in a public space. To the right of the video player is a world map with red dots indicating the locations of confirmed cases. At the bottom of the dashboard, there are several data points and controls: 'Cumulative Confirmed Cases' (188), 'Active Cases', 'Incidence Rate', 'Case-Fatality Ratio', 'Testing Rate', and 'Hospitalization Rate'. There are also navigation buttons for 'TOC' (Table of Contents) and a refresh button. The overall design is clean and professional, with a focus on data visualization and interactive content.



### Learning theories used:

1. Adult Learning theory – Building learning on their established understanding of existing concepts.
2. Constructivist learning theory – Allowing the learner cumulatively to construct meaning from their own learning experience of subject and leading them on to connect the dots.
3. Cognitive learning theory – i.e., learners objectively analysing their thoughts and feelings from a learning experience.
4. Multiple Intelligence theory – Spectrum of intelligence types i.e., These types encompass areas like linguistic, logical-mathematical, musical, spatial, bodily-kinaesthetic, interpersonal, intrapersonal, and naturalistic intelligences.

### Instructional Design models used:

1. ADDIE – [Analyze, Design, Develop, Implement and Evaluate the end product](#)
2. ARCS Model - [the 4 components of motivation](#):
  - arousing interest,
  - creating relevance,
  - developing an expectancy of success, and
  - producing satisfaction through intrinsic/extrinsic rewards (Keller 1983)
3. Cognitive Apprenticeship model – Master Apprentice situated acquisition of skill

### Strategies used:

1. Practice testing – Repeated tests to get used to the questions and answers types by association
2. Active learning – Assignments and projects
3. Cognitive tools and Gamification such as software games, Moodle as some LMS have this built-in.
4. Highlighting – such as with Glossary

An example here is where we blended “Adult Learning theory” and “Cognitive learning theory” using both the ADDIE and ARCS models and implemented with the strategies of Active learning and Cognitive tools is this Pandemic training software which was useful for Transport for London staff during the height of the Pandemic.

<https://debonairtraining.com/training/covid/transport/index.html>

This can be readily applied to the Supply Chain Industry or any industry with a few carefully designed prototyped instructions.



Sources for further study:

360 learning: <https://360learning.com/guide/learning-theories/learning-theories/>

Multiple Intelligences: <https://www.simplypsychology.org/multiple-intelligences.html>

Learning Theories: <https://www.talentlms.com/blog/adult-learning-theories/#:~:text=Adult%20learning%20theory&text=As%20a%20result%2C%20adult%20learning.and%20relevant%20to%20their%20work.>

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