

# DESIGN

Audience

Who is your target audience & what performance issues do they face?

Objective

What do they need to know & do better as a result of training?

Activities

What activities will allow them to demonstrate the objectives?

Content

What is the critical content needed to support the objective?

Delivery

Who needs the training & when?  
Does the content need to be altered?

Measures

What will happen before and after the training?