

The ADDIE Model of Design: Infographic

the ADDIE model

WHAT IS THE ADDIE MODEL?
Popular five step ISD (instructional systems design) model used by instructional designers and training developers to create effective training. The five phases are analysis, design, development, implementation and evaluation.

★ **PRE-PHASE: PROJECT INITIATION**

ANALYZE

THIS PHASE INVOLVES:

- assessing business goals
- conducting a needs analysis
- identifying the knowledge gap
- conducting an audience analysis
- developing learning objectives

KEY DELIVERABLES:

- training plan • training needs analysis

DESIGN

THIS PHASE INVOLVES:

- identifying instructional design strategy
- selecting appropriate delivery method
- determining training structure & duration
- establishing an evaluation methodology
- developing storyboards and media

KEY DELIVERABLES:

- high level design document • storyboards

DEVELOP

THIS PHASE INVOLVES:

- creating the prototype
- developing the training materials
- completing a tabletop review
- running a training pilot

KEY DELIVERABLES:

- course materials • assessment instruments
- guides/job aids • course schedule

IMPLEMENT

THIS PHASE INVOLVES:

- establishing schedule for training
- printing & preparing training materials
- preparing the trainers for delivery
- notifying and enrolling learners
- launching the course

KEY DELIVERABLES:

- participant assessments • feedback forms
- attendance forms

EVALUATE

★ Evaluation should be ongoing process throughout all phases of the ADDIE model.

THIS PHASE INVOLVES:

- collecting training evaluation data
- reviewing training effectiveness
- assessing project performance
- reporting performance results

KEY DELIVERABLES:

- program evaluation report • project evaluation report

created by @nicole_legault