LXD BLUEPRINT
FOR **DESIGN LEADS**

NovoEd

PART 1		
Vision Keep it concise and inspirational. Focus on the "why," the "what," and your learning experience goals.	Create an internal backup team for eLearning localization industry	
Big Idea Think big! What is the LXD course you want to build?	Built an international team of eLearning specialists working collaboratively to serve client needs from start to end of project cycle	
Readiness Enter your key takeaways from the assessment activities in the course. Use the space provided to note key gaps that might affect the viability of your Big Idea.	**Organizational** Target audience; key people from your People Map needed for success – inside and outside your organization	Readiness score: 3.2/5 We need technical directors from main and backup offices, as well as managers and potential employees involved in the transformation.
	Functional Team or external expertise required; content assets and library; new design and development.	Readiness score: 3.2/5 We already have functional knowledge, our library is solid and contains most of the actual instructions, but some of the rare projects will require internal training and practice before starting. We may need to arrange some training calls.
	Technical Current tools, technology, and gaps; LXD delivery options – platform, virtual, in-person, mobile, collaborative.	Readiness score: 3.2/5 We have the tools and software; we just need IT support to move/buy/mirror licenses or move to virtual machines or local laptops. Depending on customer needs, we may need to use new potential tools.

PART 2

Learning Experience Design

These are your high-level thoughts. You will expand on these ideas in your LXD Plan for Design Leads.

Course Name	**The power of eLearning collaboration**
Description	A deep connection between eLearning specialists and customers, working together to provide immediate advice, service and quality products.
Audience	**Primary**: Technical managers and Senior level of employees from eLearning support teams **Secondary**: All low/mid level employees with marketing background, Tech division directors
Objectives High-level for the entire course. Make sure they're learner-centric.	• Construct of fully functioning, complex backup eLearning specialist team, with the ability to take an action and responsibility for new and existing projects on every possible stage – creation, evaluation, data collection & management • Investigate the quality of delivery • Modify the communication experience with customers • Summarize experience with the colleagues from different offices • Formulate a strong eLearning division to get ahead of competitors and surprise with new potential service and ideas
Modality What you have or plan to have (instructor-led, virtual, eLearning, mobile, blended, social learning platform, etc.).	**Will use**: virtual meetings through Teams, instructor-led, collaborative projects, and other tools within small group of experienced users **Would like to have**: Confluence to collect all information together including direct project hyperlinks for external LMS and systems
Experiences Think broadly (collaboration tools, role plays, video submissions, pre-course, outside of course).	Presentation, live session, collaborative environment, group chats, video call meetings Q&A, eLearning, cross-checks, checklists, survey and feedback
Content What do you currently have that can be utilized/modified and what may need to be created? Are there any gaps or challenges?	**Existing**: **60%** - Current material created for and by clients - Previously owned scripts from main team - Instructions already written by main team **Creating**: **30%** - Organize a virtual session to highlight potential problems - Create a checklist for specific tools **Curating**: **10%** - eLearning Heroes

PART 3

Your LXD Presentation Put it all together and make your case.	**Success Criteria** Make sure they're measurable.	**1.** Increase profitability on specific projects by 10% in the following two months **2.** Reduce delivery time on specific projects by 20% in the next two months **3.** Receive positive feedback from clients **4.** Attract customers with new opportunities (long-term) **5.** Utilize team members to 95% capacity in the following month **6.** Input of new ideas from key and back-up team members
	Elevator Pitch Aim for fewer than 100 words.	The e-learning industry has grown rapidly in recent years. I expected it to be one of the key areas in the organization. Now, in the time we are in, my vision is not only about expansion, but also about being part of the transformation of global industries. By working together, we can take a giant leap forward in customer service and people development. The results will be measurable in terms of KPIs, but also through 360-degree feedback. Our leaders, middle managers and employees are on this ship. Let's catch up with our competitors and discuss this plan and the big idea behind it.
Next Steps Identify actions and define success measurements.	**7 Days**	• Schedule the meeting with Tech Directors and Managers from both offices - Explain the 'Big Idea' behind the vision - Involve IT department for technical solutions • Schedule the meeting with Tech Managers and potential employees involved in the transformation - Share the vision and 'Big Idea' - Share the benefits from above
	14 Days	• Redefine people responsibilities to focus on 'Big Idea' - Tech Management discussion • Adress identified gaps • Collect data from managers and consider employee needs - can we improve the Blueprint?
	30 Days	• Survey and anonymous feedback on collaboration • Summarize handover and transformation process • Count the budget • Discuss with Tech Directors customer and employee satisfaction • Identify potential opportunities
	60 Days	• Organize 1-2-1's with staff and summarize results and what went well • Discuss new ideas • Share 360 degree feedback