

• A: Analysis

 Identify learning needs, define goals, and gather data to inform design decisions.

• D: Design

 Outline learning objectives, structure content, and plan assessments aligned to outcomes

• D: Development

• Create and assemble learning materials, tools, and media based on the design blueprint.

• I: Implementation

• Deliver the training program and ensure all logistical and technological elements are in place.

• E: Evaluation

• Assess the effectiveness and impact of the learning through both formative and summative methods.