

# ADDIE + Agile:

How to Create Training That's 20% Less Expensive & 30% Faster



Jeff Carpenter  
CEO



Mitch Weiss  
VP Client Services



CAVEO  
Learning



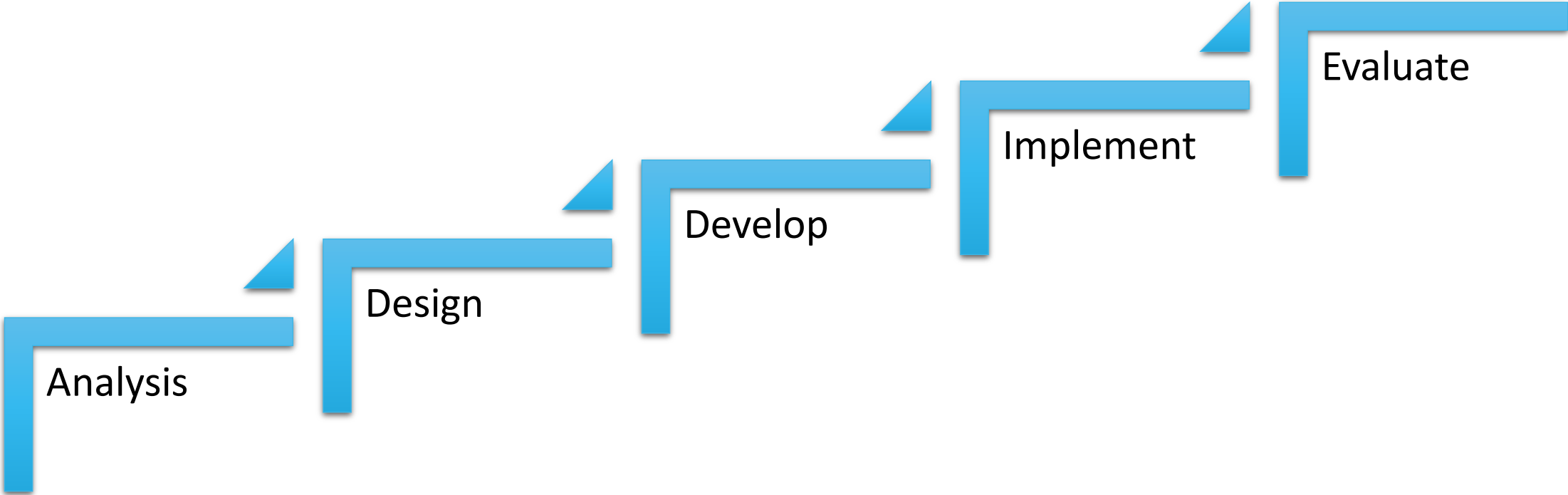
#ForTheLoveOfLearning

- Introductions
- ADDIE vs. Agile
- The Case for Both
- The A<sup>2</sup>® Model
- Making the Transition

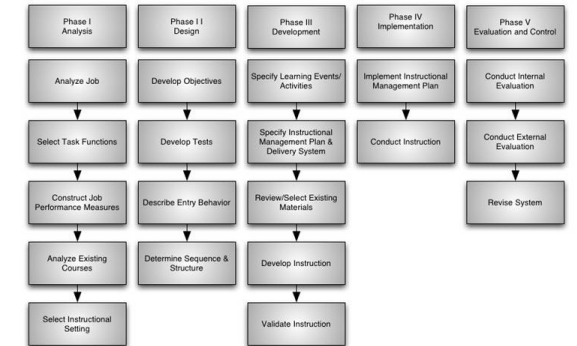
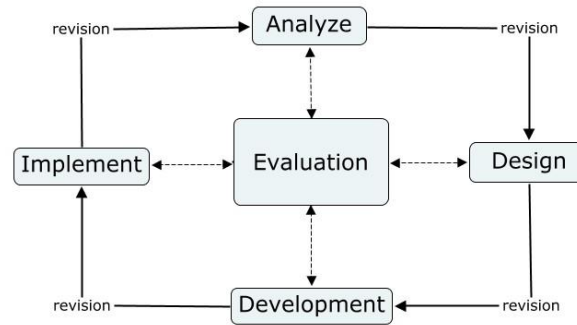
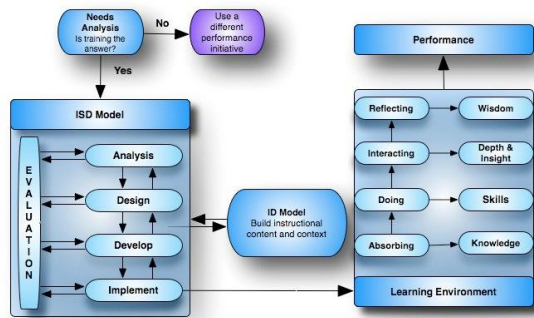
# Agenda

# ADDIE vs. Agile

# Classic ADDIE

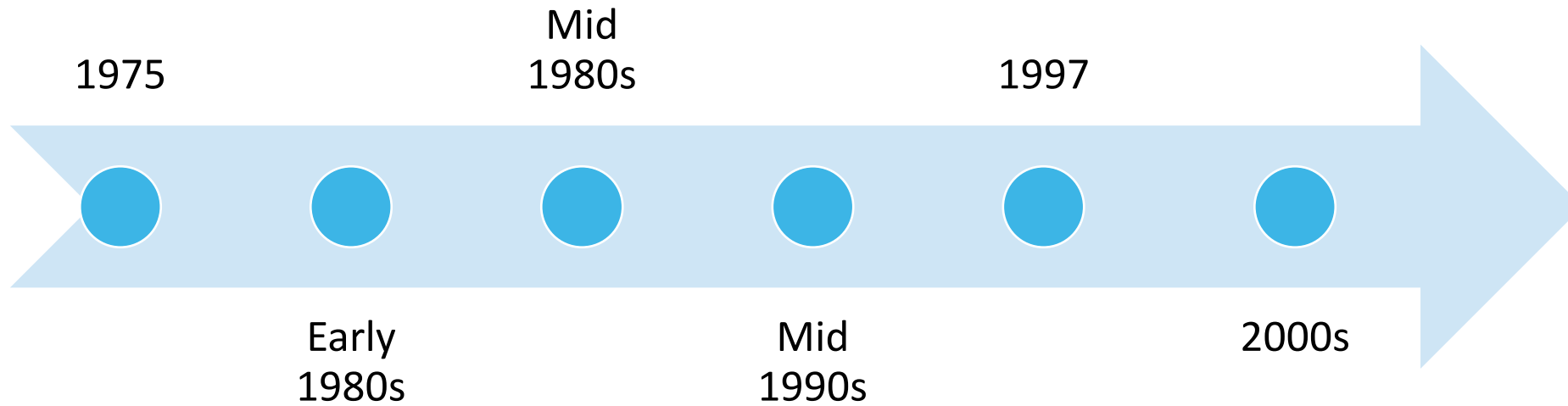


# ADDIE History 101

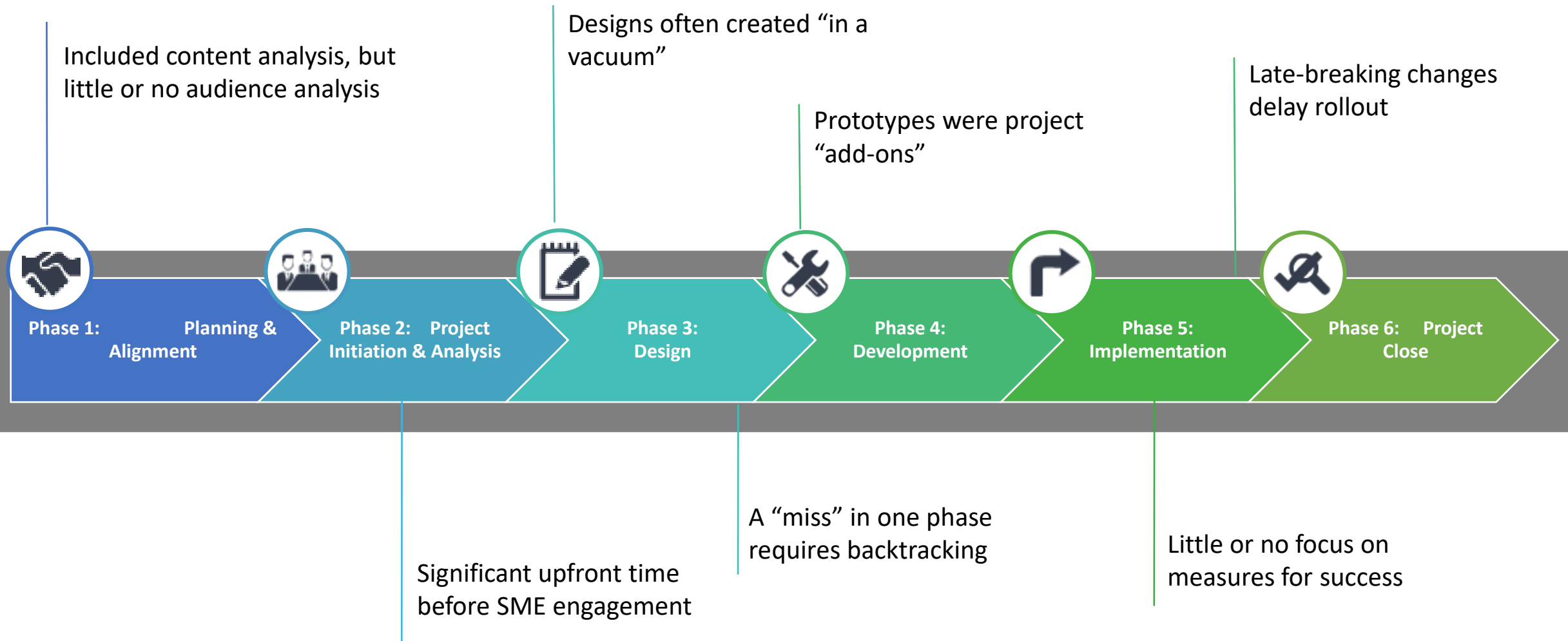


Florida State University Five Phases of ISD (1975)

[http://www.nwlink.com/~donclark/history\\_isd/addie.html](http://www.nwlink.com/~donclark/history_isd/addie.html)



# ADDIE Challenges



# Agile Manifesto

**Individuals and Interactions**

*over*

Processes and Tools

**Working Product**

*over*

Comprehensive Documentation

**Customer Collaboration**

*over*

Contract Negotiation

**Responding to Change**

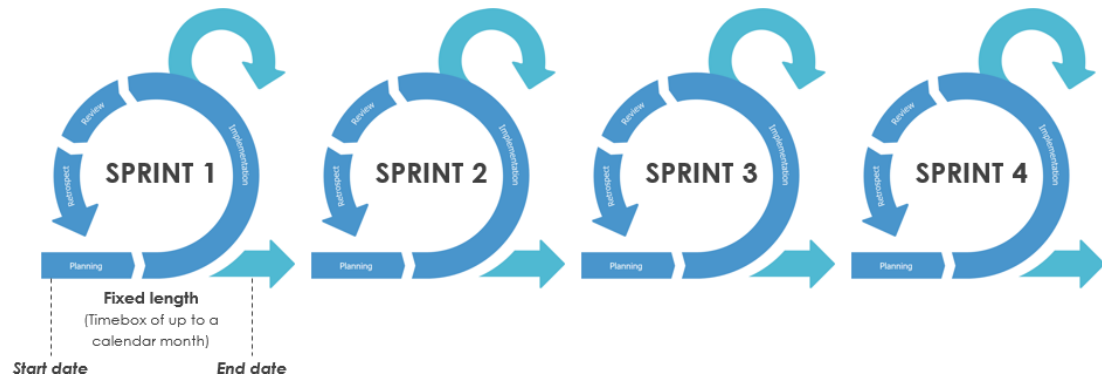
*over*

Following a Plan

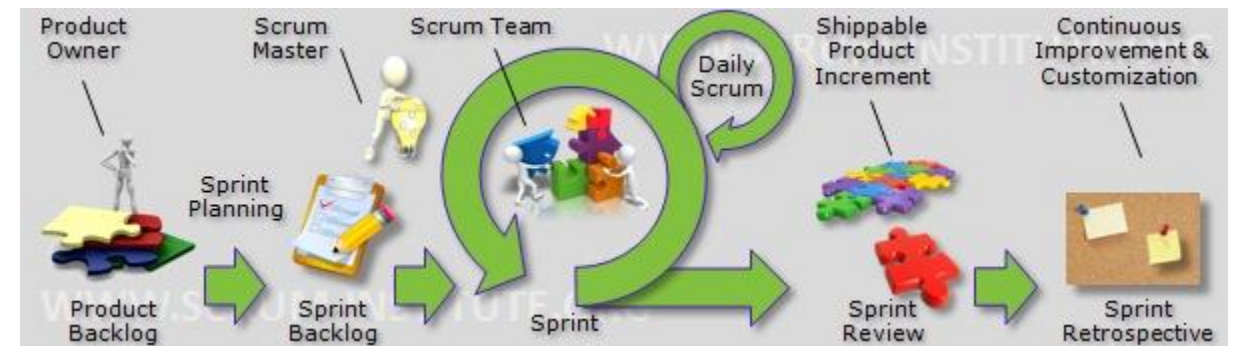
<https://agilemanifesto.org/>



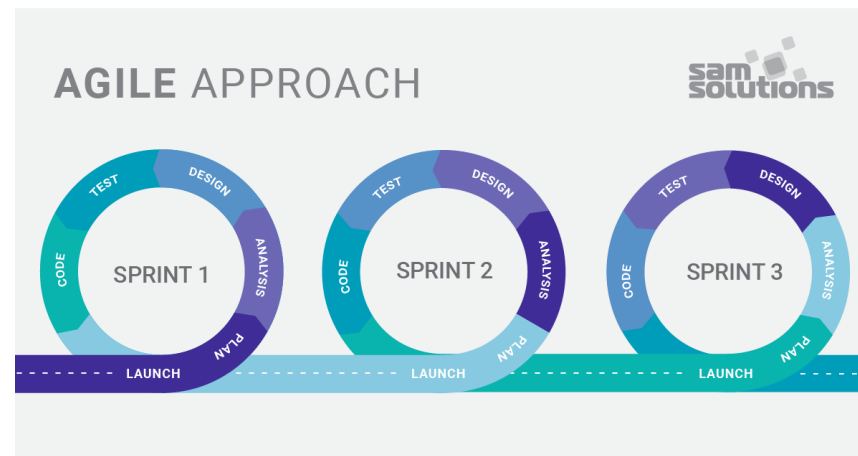
# Agile History 101



<https://www.visual-paradigm.com/scrum/why-fixed-length-of-sprints-in-scrum/>

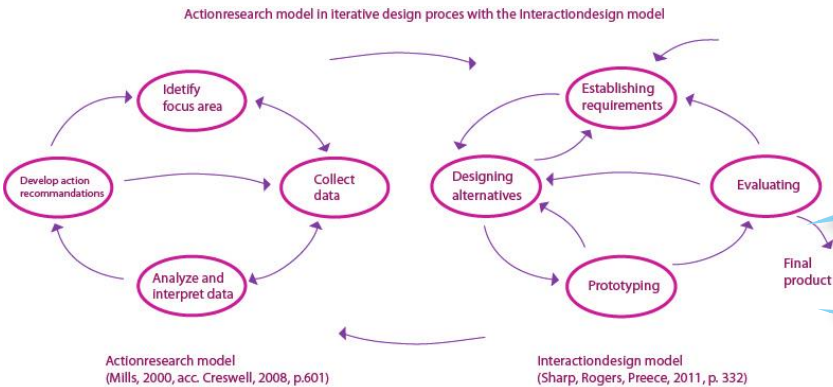


[https://www.scrum-institute.org/What\\_Is\\_Scrum.php](https://www.scrum-institute.org/What_Is_Scrum.php)

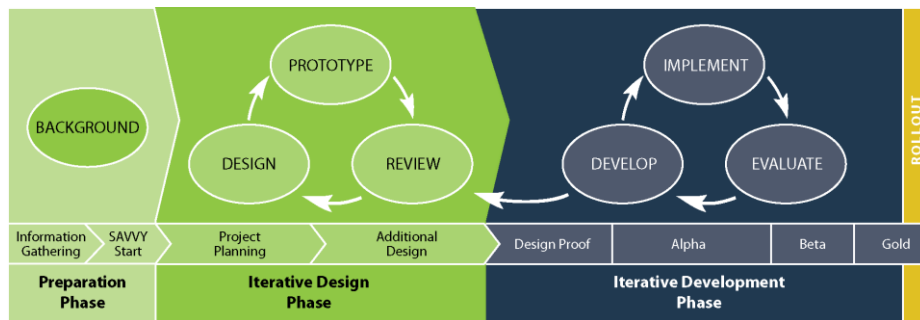


<https://www.sam-solutions.com/blog/waterfall-vs-agile-a-comparison-of-software-development-methodologies/>

# Agile Challenges



[https://www.researchgate.net/figure/Action-research-and-interaction-design-models-in-iterative-design-process\\_fig1\\_281267623](https://www.researchgate.net/figure/Action-research-and-interaction-design-models-in-iterative-design-process_fig1_281267623)



<https://www.alleninteractions.com/sam-process>

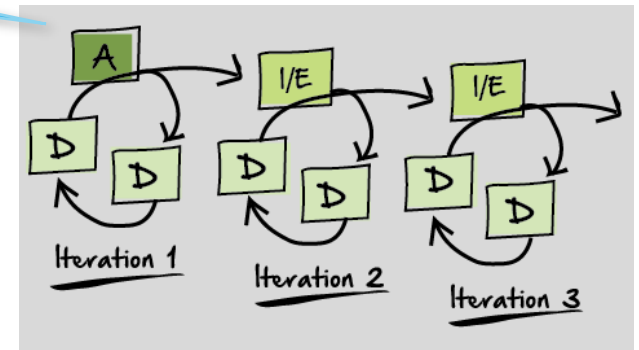
Repetitive cycles waste time and resources

Project progress is difficult to document

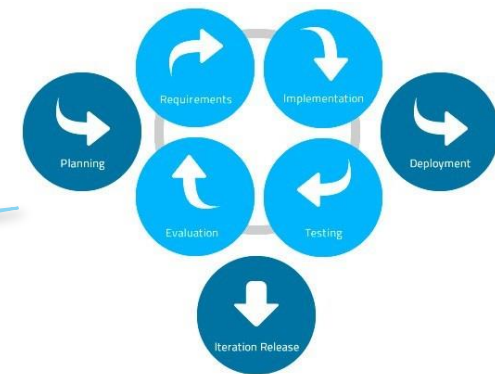
Project estimates are unpredictable

Loose requirements make many stakeholders uneasy

Minimum viable products are not appropriate for learners



<https://www.torrancelearning.com/llama/>



<https://istqbfoundation.wordpress.com>

# ADDIE x Agile: Both Have Merits



**ADDIE**



**AGILE**



**VS**

- Predictable timelines
- Upfront analysis helps target learning outcomes
- Well-known design and development methods
- Formative and summative evaluation tools

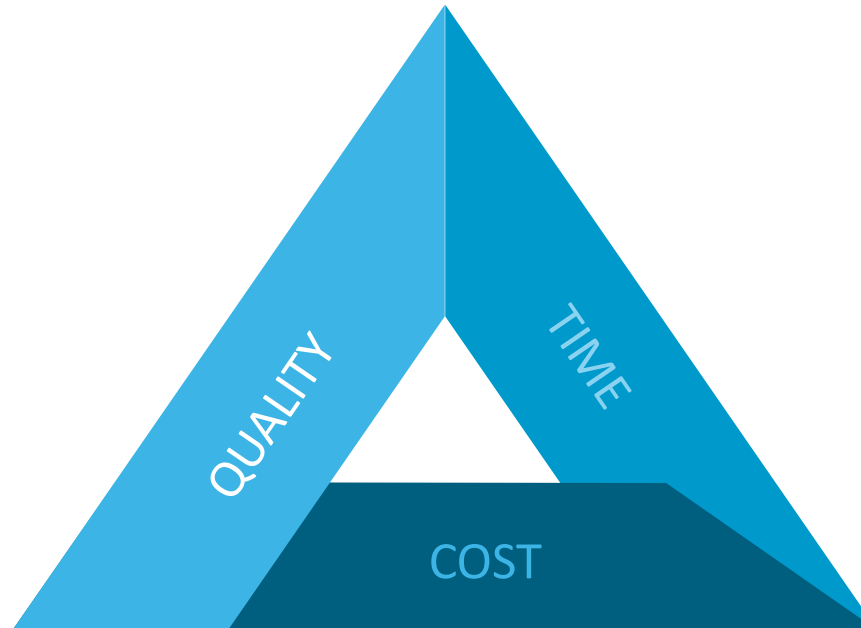
- User focus in personas and stories
- Frequent reviews and adaptation
- Focused on specific, smaller deliverables
- Interim deliverables are accepted as imperfectly defined
- Visible progress in each cycle

# The Case for Both

# Why We Need a Better Model



# The Training Equation





# Why Other Models FALL SHORT

- X Process focuses on wrong areas and ignores critical points in design
- X We spend too much time in a particular area – other areas suffer
- X They are too iterative in nature (endless review cycles)

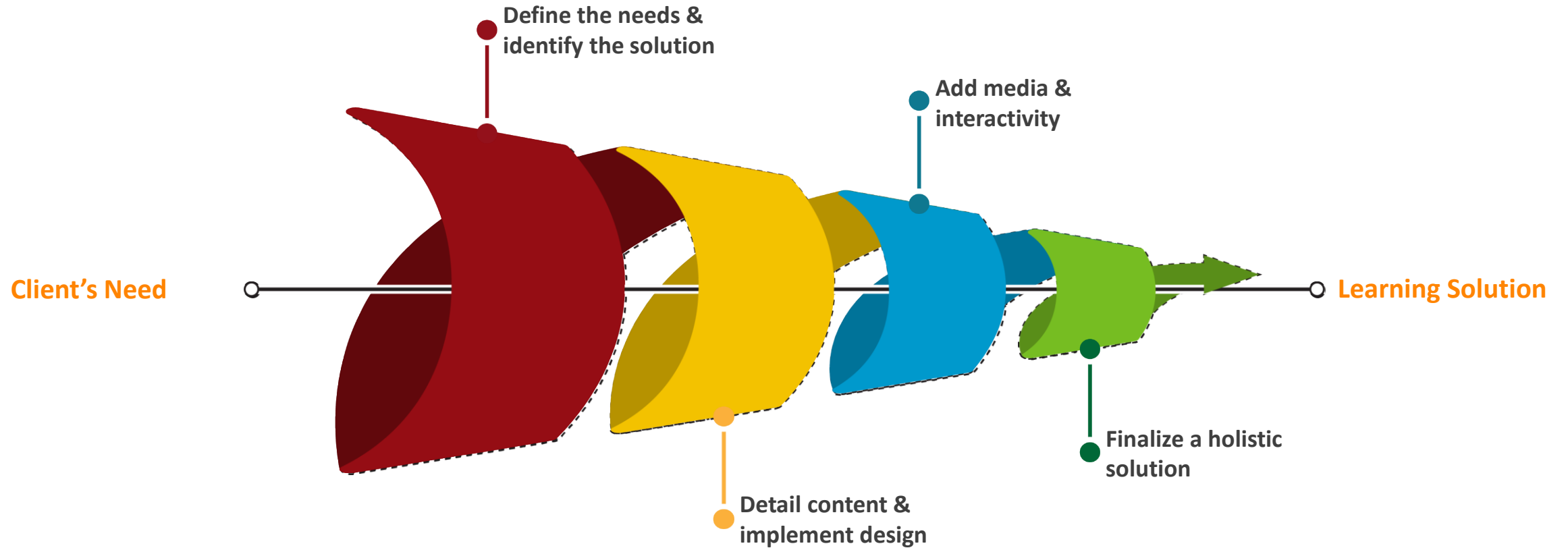


# The A<sup>2</sup><sup>®</sup> Model



# Caveo A<sup>2</sup>® Process Flow

## Four Cycles to Project Success

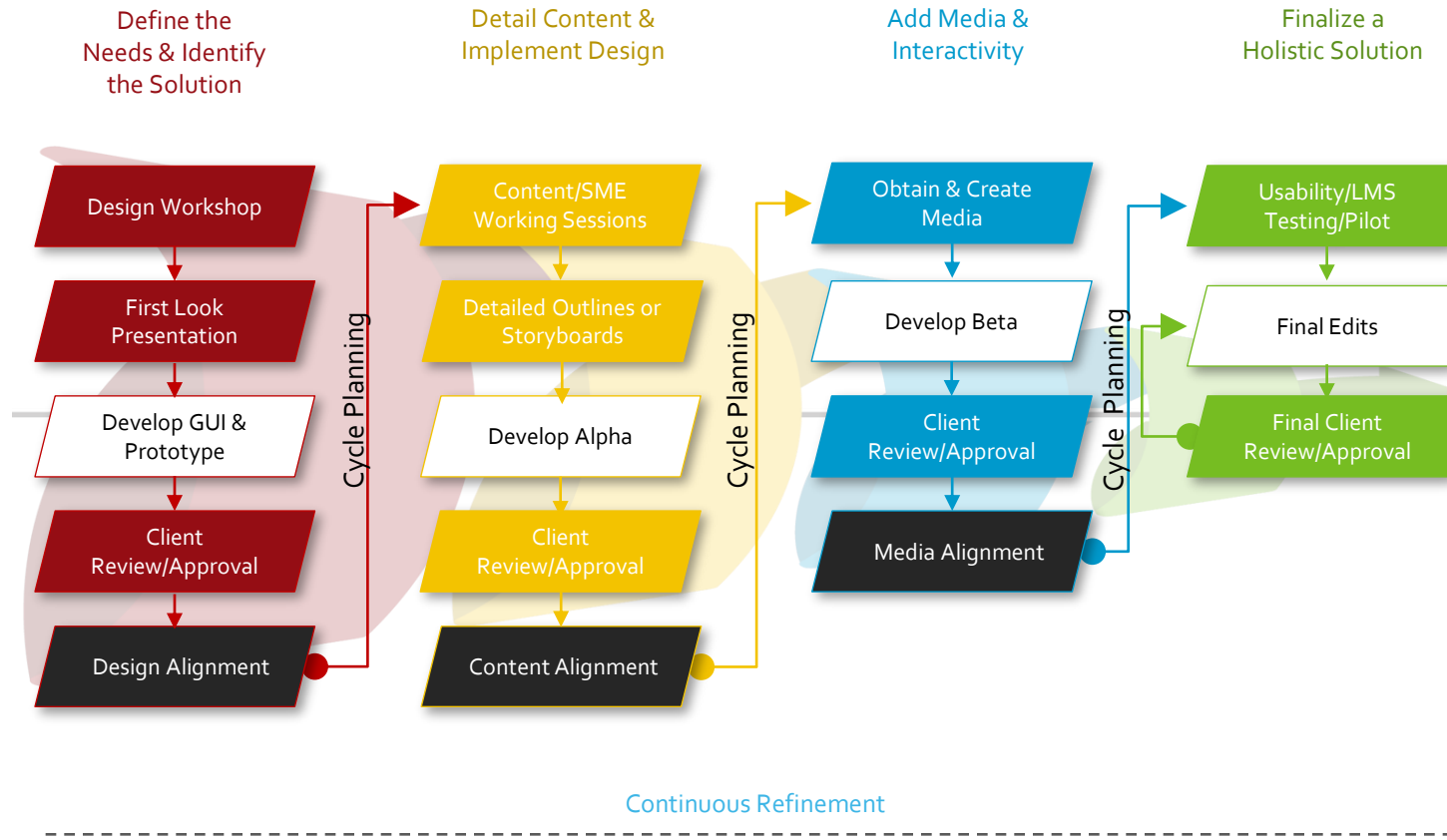


# Caveo A<sup>2</sup>® Process Flow

## A Closer Look

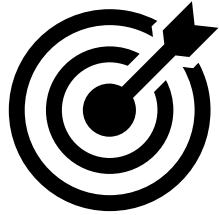


Project Intake and Kickoff



Project Delivery and Close-Out

# Real World Examples



## Objective

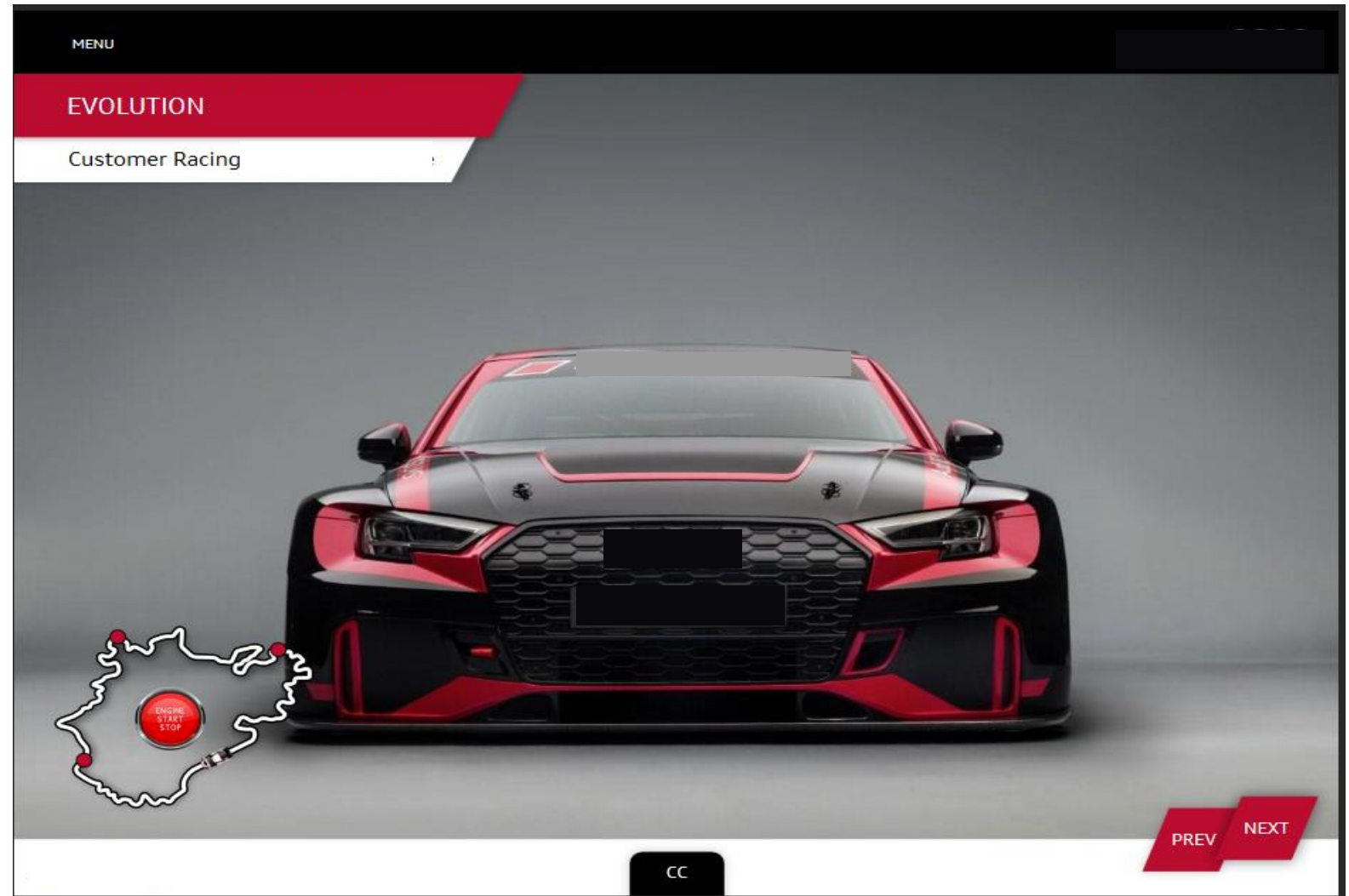
Digital learning solution telling the story of the Company brand & differentiating them from the competition

### Estimated ADDIE Cost & Timeline

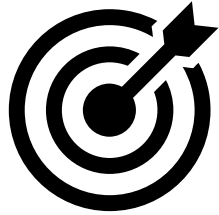
- 13 weeks
- \$39,000

### Actual A<sup>2</sup>® Cost and Timeline

- 7 weeks
- \$29,000



# Real World Examples



## Objective

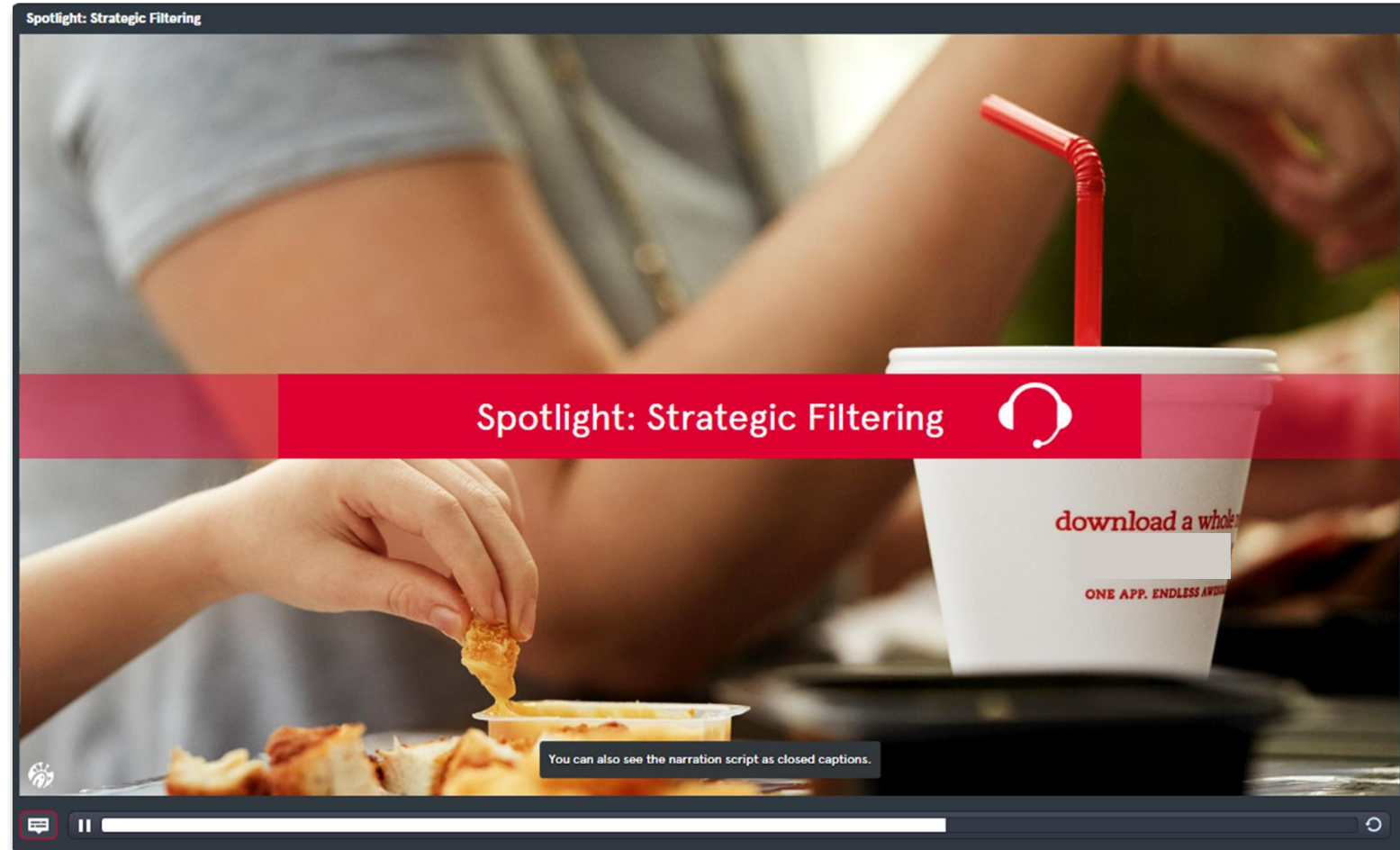
Leverage client's digital learning design plan to enable data-based upselling for managers.

### Estimated ADDIE Cost & Timeline

- 9 weeks
- \$9,800

### Actual A<sup>2</sup>® Cost and Timeline

- 6 weeks
- \$7,100



# Making the Transition

# Key Steps for Project Success

## Get Clarity and Alignment in Four Cycles

1. Define the need and identify the solution
2. Detail the content and implement the design
3. Add media and interactivity
4. Finalize the holistic solution

## Plan Your Next Cycle

- Plan ahead, but stay flexible
- *Ask: What is the next right thing to do?*

## Use Tools of ADDIE and Agile

- Take the "Yes, and..." approach to tools and methods

Learn more about A<sup>2</sup>® at:

<https://www.caveolearning.com/a2>

Questions?



#ForTheLoveOfLearning

## Your Caveo Contacts



Jeff Carpenter

CEO

(815) 222-2616

[jcarpenter@caveo.com](mailto:jcarpenter@caveo.com)



Mitch Weiss

VP Client Services

(850) 728-0282

[mweiss@caveo.com](mailto:mweiss@caveo.com)



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