

Map it the hands on guide to strategic training design

Map It: The Hands-On Guide to Strategic Training Design - Master the Art of Effective Learning

A practical guide to crafting engaging, impactful training programs aligned with business goals. Learn to map learning journeys, design interactive experiences, and measure success.

The Power of Strategic Training Design

In today's dynamic business landscape, continuous learning is no longer a luxury but a necessity. Effective training programs are vital to ensure individual and organizational growth, driving productivity, innovation, and competitive advantage. However, simply throwing together a collection of learning materials isn't enough. Strategic training design is about crafting a comprehensive and engaging learning experience that delivers real results. This will serve as your guide to "Map It: The Hands-on Guide to Strategic Training Design." We'll explore the key elements of strategic training design, equipping you with the tools and techniques to create impactful programs that empower your workforce.

The Foundation of Strategic Training Design: Mapping the Learning Journey

Strategic training design is not about creating learning materials in a vacuum. It's about understanding the learner, their needs, and their context. This starts with mapping the learning journey. **What is a learning journey?** A learning journey is a structured framework that outlines the learner's path from their current state of knowledge to their desired outcome. It encapsulates the learning objectives, activities, resources, and assessments needed to achieve mastery. **Here's a simple example of a learning journey map:** | Stage | Objective | **Activities** | Resources | **Assessment** | ||||| | **Needs Analysis** | Identify the learner's current knowledge gap | Gather data through surveys, interviews, observations | Existing skills matrix, performance data | Pre-test or skill assessment | | **Learning Path** | Define the learning goals and objectives | Develop training materials, choose delivery methods | Learning platform, online resources, experts | Quizzes, practice exercises, simulations | | **Implementation** | Facilitate the learning experience | Deliver training, provide support and guidance | Coaching, mentoring, peer learning groups | Progress checks, feedback, reflection | | **Evaluation** | Measure the effectiveness of training | Collect data on learning outcomes, performance impact | Surveys, interviews, performance data | Post-test, skill demonstration | **Benefits of a well-defined learning journey map:** • **Clear Focus:** Everyone understands the learning goals and how they contribute to the overall business objectives. • **Personalized Learning:** Tailor training content and methods to cater to different learning styles and needs. • **Engagement and Motivation:** Learners are actively involved in the learning process, leading to improved retention. • **Measurable Results:** Track progress and assess the impact of training on individual and organizational performance.

The Art of Interactive Learning: Designing Engaging

Experiences

Once you've mapped the learning journey, it's time to design interactive learning experiences that engage learners and facilitate knowledge acquisition. **Here are some strategies to consider:**

- **Scenario-based learning:** Create realistic scenarios that challenge learners to apply their knowledge in real-world situations.
- **Gamification:** Integrate game elements like points, badges, leaderboards, and rewards to motivate learners and promote healthy competition.
- **Collaborative learning:** Encourage learners to work together in groups, share ideas, and learn from each other's experiences.
- **Case studies:** Present real-life business cases and challenges to learners, enabling them to analyze situations and develop solutions.
- **Role-playing:** Provide learners with opportunities to practice skills and behaviors in simulated environments.
- **Interactive simulations:** Create immersive experiences that allow learners to interact with virtual environments and make decisions.
- **Microlearning:** Break down complex topics into smaller, digestible modules to cater to learner preferences and enhance knowledge retention.

Example: A scenario-based learning module for a sales team:

Scenario: A customer contacts the sales team, expressing interest in a new product but raising concerns about its pricing.

Objective: The learner must apply their knowledge of product features and pricing strategies to address the customer's concerns and secure the sale.

Activities: The learner will role-play a sales conversation with a simulated customer, using a script and decision-making tools.

Assessment: The learner's performance will be evaluated based on their ability to effectively address the customer's concerns, articulate the value proposition, and negotiate a mutually beneficial agreement.

Key Takeaways:

- **Active Participation:** Interactive learning empowers learners to actively participate in the learning process, enhancing engagement and retention.
- **Real-World Application:** By simulating real-world situations, interactive learning helps learners translate theoretical knowledge into practical skills.
- **Personalized Feedback:** Interactive learning platforms can provide personalized feedback, guiding learners and helping them identify areas for improvement.

The Power of Measurement: Assessing Training Effectiveness

Measuring the effectiveness of training is critical to ensure ROI and identify areas for improvement. Here are some key metrics to consider:

1. **Learning Outcomes:**
 - **Knowledge acquisition:** Measure the learner's understanding of key concepts and principles.
 - **Skill development:** Assess the learner's ability to perform new skills and apply knowledge in practical situations.
 - **Attitude and behavior change:** Evaluate the learner's willingness to adopt new behaviors and demonstrate improved attitudes.
2. **Business Impact:**
 - **Increased productivity:** Measure improvements in individual and team performance following training.
 - **Reduced errors:** Track the number of mistakes made before and after training to assess the impact on quality.
 - **Improved customer satisfaction:** Monitor customer feedback and satisfaction scores to evaluate the impact of training on service quality.
 - **Enhanced innovation:** Measure the number of new ideas generated and implemented following training.

Data Visualization for Impactful Insights: Visualizing data can provide powerful insights into training effectiveness. Here's an example of a bar chart comparing employee performance before and after a sales training program:

Chart: [Insert a bar chart comparing employee performance before and after sales training, with labels indicating the performance metrics and data values]

Interpretation: The chart clearly shows an improvement in employee performance following the training program.

Key Takeaways:

- **Data-Driven Decisions:** Collecting and analyzing data allows you to make informed decisions about training content, delivery methods, and program improvements.
- **Demonstrating ROI:** Quantifying the impact of training helps you justify investments and demonstrate the value of effective learning programs.
- **Continuous Improvement:** Regular evaluation provides valuable insights for ongoing program optimization and enhancement.

Strategic Training Design in Action: Case Studies

Case Study 1: Transforming Customer Service at a Tech Company

Challenge: A tech company was facing declining customer satisfaction scores due to inconsistent service quality.

Solution: The company implemented a strategic training program focused on customer service skills, using a blended learning approach that combined online modules, interactive simulations, and role-playing exercises.

Results: Customer

satisfaction scores significantly improved, and employee morale increased, demonstrating the effectiveness of the strategic training design. **Case Study 2: Developing Leadership Skills at a Manufacturing Firm** *Challenge:* A manufacturing firm was struggling to develop future leaders due to a lack of structured training and development programs. **Solution:** The company implemented a leadership development program based on a structured learning journey map, with modules focusing on strategic thinking, communication, and team building. **Results:** The program successfully identified and nurtured potential leaders, leading to improved organizational performance and succession planning. **Key Takeaways:** • **Real-World Applications:** Case studies demonstrate the practical application of strategic training design principles in various industry contexts. • *Success Stories:* Learning from successful implementations helps you identify best practices and avoid common pitfalls. • **Inspiration and Motivation:** Case studies can provide inspiration and motivation to implement similar programs in your organization.

Related Topics

- **Learning Technologies:** Explore the use of technology in training delivery, including learning management systems (LMS), virtual reality (VR), and augmented reality (AR).
- **Adult Learning Principles:** Understand the principles of adult learning to create effective training programs that resonate with mature learners.
- **Training Needs Analysis:** Develop a systematic approach to identify training needs and align programs with business goals.
- **Performance Management:** Integrate training with performance management systems to create a continuous learning and development cycle.
- **Learning Culture:** Foster a culture of continuous learning and knowledge sharing throughout your organization.

Thought-Provoking Insights

- **Shifting from "Training" to "Learning":** Embrace a mindset shift from delivering training to fostering a culture of continuous learning and development.
- **Personalized Learning Experiences:** Tailor training programs to cater to individual needs and learning styles.
- **Empowering Learners:** Provide learners with opportunities to take ownership of their learning and become active participants in their development.
- **Data-Driven Insights:** Leverage data to continuously improve training programs and measure the impact on business outcomes.
- **Continuous Innovation:** Stay current with emerging trends in learning technology and training methodologies.

Advanced FAQs

1. How can I ensure that training is aligned with business goals? • **Conduct a thorough needs analysis:** Identify the skills and knowledge gaps that hinder organizational performance. • **Develop a clear training strategy:** Define the objectives, target audience, and desired outcomes of training. • **Align learning objectives with business objectives:** Ensure that training programs directly address critical business priorities. • **Measure the impact of training:** Track key metrics to evaluate the effectiveness of training and its contribution to business goals.

2. What are some best practices for creating engaging online training modules? • **Keep content concise and focused:** Break down complex topics into manageable chunks. • **Use multimedia elements:** Integrate videos, animations, and interactive exercises. • **Encourage learner interaction:** Include discussion forums, quizzes, and collaborative activities. • **Provide personalized feedback:** Utilize automated assessment tools and personalized feedback mechanisms. • **Track learner progress:** Monitor progress through dashboards and analytics.

3. How can I measure the effectiveness of blended learning programs? • **Track learner engagement:** Analyze participation in different learning activities. • **Evaluate knowledge retention:** Conduct pre- and post-tests to assess knowledge acquisition. • **Measure performance improvements:** Track changes in individual and team performance. • **Collect feedback from learners:** Gather insights on the effectiveness of different learning methods. • **Analyze program costs:** Calculate the ROI of the blended learning program.

4. What are the latest trends in training design? • **Artificial intelligence (AI) in training:** Personalized learning paths, adaptive assessments, and intelligent tutoring systems. • **Virtual reality (VR) and augmented reality (AR) training:** Immersive learning experiences for

skill development and safety training. • **Microlearning:** Short, focused learning modules delivered through mobile devices. • **Gamification:** Integrating game elements to enhance motivation and engagement. • *Social learning:* Facilitating knowledge sharing and collaboration among learners. **5. How can I create a culture of continuous learning within my organization?** • **Encourage employee participation in training:** Offer opportunities for professional development and growth. • **Provide access to learning resources:** Make online courses, books, and s readily available. • **Foster a culture of feedback and reflection:** Encourage learners to share their experiences and insights. • Recognize and reward learning achievements: Celebrate employees who actively pursue learning and development. • **Promote a growth mindset:** Encourage a belief that learning is an ongoing process. *Conclusion:* Strategic training design is a powerful tool for driving organizational growth and achieving business goals. By embracing the principles outlined in this , you can create engaging, impactful training programs that empower your workforce and unlock their full potential. Remember, the key is to continuously evaluate and adapt your approach, keeping pace with evolving business needs and technological advancements. By embracing a culture of continuous learning and development, you can ensure that your organization thrives in the competitive landscape of the future.

Map It: Your Hands-On Guide to Strategic Training Design

Ever felt like your training programs are a bit...directionless? Like you're spending time and resources on workshops or courses that don't quite hit the mark, or worse, don't seem to make a real difference in your team's performance or your organization's goals? You're not alone. In today's rapidly evolving business landscape, simply delivering training isn't enough. We need to be strategic. We need to design training that's not just informative, but transformative. And that's where "Map It: The Hands-On Guide to Strategic Training Design" comes in.

This isn't just another book on instructional design; it's a practical, step-by-step roadmap designed to help you move beyond ad-hoc learning initiatives and build training programs that are deeply aligned with your business objectives. Think of it as your GPS for creating impactful learning experiences. We'll explore how to identify needs, set clear goals, craft engaging content, and measure success, all with a focus on practical application. So, grab a coffee, and let's dive into how we can truly "Map It" for better training.

Why Strategic Training Design Matters More Than Ever

In the past, training might have been seen as a nice-to-have, a box to tick. But today, with technological advancements, shifting market demands, and the constant need for upskilling and reskilling, strategic training design is a non-negotiable for organizational success. It's about ensuring that every learning hour contributes directly to business outcomes, whether that's increased productivity, improved customer satisfaction, enhanced innovation, or reduced errors. Without a strategic approach, your training budget can quickly become a wasted investment.

Effective training design considers the 'why' before the 'what' and the 'how'. It asks critical questions like:

Understanding the "Why": Connecting Training to Business Goals

This is the bedrock of strategic training. Before you even think about crafting a single slide or lesson plan, you need to understand the overarching business goals. What are your organization's key priorities? Where are the biggest performance gaps? Are you launching a new product, entering a new market, or dealing with a significant regulatory change? Strategic training design starts by dissecting these objectives and identifying

how learning can directly contribute to achieving them.

This involves a deep dive into understanding the needs of the business and its people. It's not just about what employees **think** they need to learn, but what the organization **needs** them to learn to succeed. This requires collaboration with stakeholders – from senior leadership to frontline managers – to ensure alignment and buy-in. When training is strategically aligned, it's no longer seen as a cost center, but as a powerful driver of growth and competitive advantage.

The Cost of Ineffective Training

The alternative – poorly designed or misaligned training – can be incredibly costly. Think about:

1. Wasted time and resources: Employees attending irrelevant sessions.
2. Low engagement and retention: Learners not absorbing or applying what they're taught.
3. Missed opportunities: Failure to adapt to new technologies or market trends.
4. Decreased productivity and performance: Persistent skill gaps impacting business results.
5. Employee frustration and disengagement: Feeling that their development isn't valued or effective.

This is why a structured, hands-on approach to training design, as championed by guides like "Map It," is so crucial. It's about maximizing ROI on your learning and development investments.

The "Map It" Framework: A Step-by-Step Approach

"Map It: The Hands-On Guide to Strategic Training Design" provides a clear, actionable framework that breaks down the complex process of training design into manageable steps. Let's explore the core components of this strategic blueprint.

Phase 1: Needs Analysis - Laying the Foundation

This is where the journey begins, and it's arguably the most critical phase. A thorough needs analysis ensures that your training addresses real problems and opportunities. It's about moving beyond assumptions and gathering concrete data.

Identifying Performance Gaps

What's the difference between the current state of performance and the desired state? This involves observing workflows, analyzing performance data, conducting surveys, and interviewing key personnel. Are there specific skills that are lacking? Are there processes that are consistently underperforming? Understanding these gaps is the first step to designing effective solutions.

Defining Target Audiences and Their Learning Styles

Who needs this training? What are their existing knowledge levels, roles, and responsibilities? Understanding your audience is key to tailoring content and delivery methods. Do they prefer hands-on activities, e-learning modules, or instructor-led sessions? A deep understanding of your learners ensures that the training is relevant, accessible, and engaging. This is where considering adult learning principles becomes vital.

Setting Clear Learning Objectives (The "What" and "Why" of Learning)

Once you've identified the needs, you need to define what learners should be able to **do** after completing the training. These objectives should be SMART (Specific, Measurable, Achievable, Relevant, Time-bound) and directly linked to the business goals. For example, instead of "Employees will understand customer service principles," a strategic objective might be "Customer service representatives will be able to resolve 90% of customer inquiries on the first contact within three months of completing the training." This clarity guides every

subsequent design decision.

Phase 2: Design & Development - Crafting the Learning Experience

With a solid foundation in place, you move into the creative and developmental stages. This is where you translate your objectives into a tangible learning program.

Content Curation and Creation

This involves deciding what information needs to be delivered and how it will be presented. It might involve developing new materials, adapting existing resources, or curating relevant external content. The key is to ensure that the content is accurate, up-to-date, and directly supports the learning objectives. Think about various content formats: videos, articles, case studies, interactive exercises, job aids, and simulations.

Choosing the Right Delivery Methods

Will your training be delivered online, in person, blended, or through on-the-job coaching? The choice of delivery method depends on the audience, the learning objectives, budget, and available resources. A blended learning approach, for example, can combine the flexibility of e-learning with the interactivity of face-to-face sessions for a more robust learning experience.

Developing Engaging Learning Activities

Passive learning rarely leads to lasting change. Strategic training design emphasizes active engagement. This means incorporating activities that encourage participation, critical thinking, and application of knowledge. Role-playing, group discussions, problem-solving exercises, simulations, and case studies are excellent ways to keep learners involved and reinforce learning. The focus here is on creating an active learning environment.

Instructional Design Principles in Action

Applying established instructional design models (like ADDIE or Bloom's Taxonomy) ensures that your training is structured logically and effectively. Understanding how people learn and retain information is crucial. This includes principles of adult learning, cognitive load theory, and the importance of feedback.

Phase 3: Implementation - Bringing the Training to Life

A well-designed program is only effective if it's delivered well. This phase focuses on the logistics and execution of the training.

Pilot Testing and Refinement

Before a full rollout, it's essential to pilot your training with a small group. This allows you to identify any issues with content, delivery, or technology and make necessary adjustments. Feedback from the pilot is invaluable for refining the program.

Trainer Preparation and Support

If your training involves instructors, ensure they are well-prepared, understand the objectives, and are comfortable with the content and delivery methods. Providing them with facilitator guides and support is crucial for successful execution.

Communication and Rollout Strategy

Communicate clearly with learners about the training's purpose, objectives, and expectations. A well-planned

rollout ensures that everyone is aware of the training schedule and how to access the materials.

Phase 4: Evaluation and Iteration - Measuring Success and Continuous Improvement

This is where you close the loop and ensure your training is making the desired impact. Evaluation is not an afterthought; it's an integral part of the strategic design process.

Kirkpatrick's Levels of Evaluation (and Beyond)

Kirkpatrick's model (Reaction, Learning, Behavior, Results) is a standard for evaluating training effectiveness. However, strategic design goes further. We need to measure not just if learners liked the training and learned something, but if their behavior changed on the job, and ultimately, if those behavioral changes contributed to desired business outcomes. This is often referred to as ROI of training.

Gathering Feedback and Data

Collect feedback from participants through surveys and interviews. Track performance metrics before and after the training. Analyze data related to the business goals you aimed to impact.

Making Data-Driven Adjustments

Use the evaluation data to identify what worked well and what can be improved. This iterative process of evaluation and refinement ensures that your training programs remain relevant and effective over time. Strategic training design is not a one-off event; it's a continuous cycle of improvement.

Tools and Techniques for Strategic Training Design

To effectively "Map It," you'll need a toolkit of resources and methodologies. While the "Map It" guide provides the framework, here are some common tools and techniques that support strategic training design:

1. **Learning Management Systems (LMS):** For delivering, tracking, and managing online training.
2. **Authoring Tools:** Software for creating interactive e-learning content (e.g., Articulate Storyline, Adobe Captivate).
3. **Performance Support Tools:** Resources that provide just-in-time help to employees as they perform tasks (e.g., knowledge bases, checklists).
4. **Surveys and Polls:** For gathering feedback and assessing needs.
5. **Analytics Dashboards:** To track learner progress and program effectiveness.
6. **Collaboration Platforms:** For team communication and knowledge sharing during the design process.

When you integrate these tools within a strategic framework, you enhance the efficiency and impact of your training efforts. The key is selecting the right tools that align with your design approach and organizational needs.

Common Pitfalls to Avoid in Strategic Training Design

Even with the best intentions, there are common traps that can derail your strategic training efforts. Being aware of these pitfalls can help you navigate them successfully:

1. **Lack of Stakeholder Buy-in:** Without support from leadership and management, your training initiatives may not get the resources or attention they need.
2. **Designing for "Activity" Not "Outcome":** Focusing too much on creating engaging activities without clearly linking them to measurable business results.
3. **Ignoring the Learner Experience:** Creating training that is not tailored to the audience's needs, learning

styles, or context.

4. **Failing to Evaluate Effectively:** Not measuring the impact of training beyond simple satisfaction surveys.
5. **"One-Size-Fits-All" Approach:** Trying to create training that suits everyone, rather than customizing it for different roles or skill levels.
6. **Not Considering Transfer of Learning:** Assuming that learners will automatically apply what they've learned back on the job, without providing support for transfer.

A truly hands-on guide to strategic training design, like "Map It," helps you preempt these issues by embedding best practices and a systematic approach into every stage.

Conclusion: Charting Your Course for Training Excellence

"Map It: The Hands-On Guide to Strategic Training Design" is more than just a methodology; it's a philosophy. It's about moving from a reactive approach to training to a proactive, outcome-driven strategy. By following a structured framework, understanding your business objectives, and focusing on the learner, you can design and deliver training that not only educates but empowers your workforce and drives tangible results for your organization. Investing time and effort into strategic training design is an investment in your future. So, start mapping your course today, and watch your training programs become powerful engines of growth and success.

Map It: The Hands-On Guide to Strategic Training Design

In today's fast-evolving professional landscape, effective training is no longer a one-size-fits-all endeavor. Organizations across industries are shifting toward strategic training design—where every learning initiative is purposefully mapped to tangible business outcomes. At the core of this transformation lies a powerful framework known as "Map It," a dynamic approach that bridges the gap between learning goals and real-world performance. This hands-on guide explores how Map It empowers training designers and instructional leaders to craft impactful, evidence-based programs that drive meaningful change.

Understanding the Map It Philosophy

The essence of Map It is rooted in intentional design—planning training not as a series of sessions, but as a cohesive journey aligned with organizational strategy. Rather than focusing solely on content delivery, this methodology emphasizes understanding the learner's context, identifying performance gaps, and linking learning outcomes directly to key business metrics. It's about moving beyond generic workshops to create targeted experiences that enhance skills where they matter most. By mapping training initiatives through clear objectives, audience analysis, and measurable results, leaders ensure that every lesson contributes to long-term growth and operational excellence.

Key Insights Behind Strategic Training Design

A central insight of Map It is that successful training design begins with deep insight into both organizational needs and individual learner profiles. This means going beyond surface-level assessments to uncover the root causes of underperformance, motivational drivers, and real-world barriers to skill application. Strategic training design also requires continuous feedback loops—using formative and summative evaluations to refine content, delivery methods, and assessment tools. Equally important is aligning learning experiences with the evolving demands of the workplace, integrating emerging technologies and adaptive pedagogies to maintain relevance

and engagement. The Map It framework transforms training from a static event into a responsive, iterative process.

Practical Applications Across Industries

From corporate onboarding to executive leadership development, the Map It approach proves versatile across sectors. In healthcare, for example, it supports clinical staff in mastering new safety protocols through scenario-based simulations mapped to patient outcomes. In technology firms, it enables agile upskilling by aligning training modules with product roadmaps and innovation cycles. Educational institutions apply it to bridge theory and practice, ensuring students develop competencies that directly translate to future careers. Regardless of context, the Map It framework encourages customization—tailoring content, pacing, and delivery modalities to fit diverse audiences, learning styles, and organizational cultures.

Benefits of a Strategic Training Approach

Adopting a strategic training design grounded in Map It delivers profound benefits. First, it significantly increases return on investment by ensuring training directly supports key performance indicators. Organizations see measurable improvements in productivity, employee retention, and customer satisfaction. Second, it fosters greater learner engagement and ownership—when individuals see a clear connection between training and their professional growth, motivation and participation rise. Third, strategic design reduces wasted resources by eliminating irrelevant or redundant content, focusing instead on high-impact learning. Finally, it builds organizational agility, enabling teams to adapt swiftly to market shifts, technological advancements, and evolving customer expectations.

Looking Ahead: The Future of Strategic Training Design

As digital transformation accelerates, the future of strategic training design will be shaped by innovation in learning technology, data-driven personalization, and adaptive content delivery. Artificial intelligence and machine learning are already enabling real-time customization, analyzing learner behavior to recommend tailored pathways. Virtual and augmented reality offer immersive, experiential learning environments that simulate complex real-world scenarios with unprecedented fidelity. Moreover, the rise of microlearning and just-in-time training ensures that knowledge is delivered precisely when needed, supporting continuous development rather than episodic events. The Map It framework is evolving to embrace these tools, becoming more dynamic, responsive, and learner-centric. In this new era, strategic training design will not only keep pace with change but actively drive organizational resilience and innovation.

Conclusion

Map It represents more than a methodology—it is a mindset shift toward intentional, impactful learning design. By grounding training in clear objectives, learner needs, and strategic outcomes, organizations unlock the full potential of their workforce. In a world where talent development is a competitive advantage, mastering the art of strategic training design is no longer optional. It is the cornerstone of sustainable growth, adaptability, and leadership excellence.

Map It: A Hands-On Guide to Strategic Training Design - Elevating Your Learning & Development

In today's rapidly evolving professional landscape, effective training isn't just a nice-to-have; it's a critical driver of organizational success. From upskilling workforces to fostering innovation and ensuring compliance, well-

designed training programs are paramount. However, the path from identifying a learning need to delivering a truly impactful and strategically aligned program can be fraught with challenges. This is where "Map It: The Hands-On Guide to Strategic Training Design" emerges as an indispensable resource for learning and development (L&D) professionals, instructional designers, and anyone tasked with crafting effective learning experiences.

This comprehensive guide, penned by experienced L&D practitioners, offers a refreshingly practical and systematic approach to training design. It moves beyond theoretical frameworks to provide actionable steps and real-world examples, empowering readers to build training programs that are not only engaging but also demonstrably contribute to business objectives. In this detailed analysis, we'll delve into the core tenets of "Map It," exploring its key methodologies, benefits, and how it can revolutionize your approach to **strategic training design**.

Deconstructing the "Map It" Methodology: A Blueprint for Success

"Map It" champions a structured, iterative process that ensures every element of a training program is intentionally designed and aligned with overarching business goals. The methodology can be broadly understood as a series of interconnected phases, each building upon the insights and deliverables of the previous one. This systematic approach is crucial for avoiding common pitfalls such as developing training that is irrelevant, inefficient, or fails to achieve the desired learning outcomes.

Phase 1: Needs Assessment - Uncovering the "Why"

The foundation of any effective training program lies in a thorough understanding of the performance gaps and learning needs. "Map It" emphasizes a deep dive into the "why" behind the training. This isn't just about identifying what employees don't know; it's about understanding the business impact of those knowledge or skill deficits.

1. **Performance Gap Analysis:** This involves pinpointing the discrepancies between current performance and desired performance levels. The guide provides tools and techniques for identifying root causes, ensuring that training addresses the actual problem and not just its symptoms.
2. **Stakeholder Consultation:** Engaging with key stakeholders – including employees, managers, and senior leadership – is vital. "Map It" outlines how to conduct effective interviews, surveys, and focus groups to gather diverse perspectives and build buy-in from the outset.
3. **Defining Clear Objectives:** Based on the needs assessment, the guide stresses the importance of setting SMART (Specific, Measurable, Achievable, Relevant, Time-bound) learning objectives. These objectives serve as the compass for the entire design process.

By meticulously addressing the needs assessment, "Map It" ensures that training initiatives are strategically aligned with organizational priorities, preventing wasted resources on solutions that don't address critical business needs. This phase is fundamental to achieving **ROI in training**.

Phase 2: Strategy Development - Charting the Course

Once the learning needs are clearly defined, "Map It" guides designers in formulating a comprehensive strategy. This phase is about making informed decisions regarding the most effective and efficient ways to achieve the learning objectives.

1. **Target Audience Analysis:** Understanding the learners – their prior knowledge, learning preferences, technological literacy, and motivational drivers – is paramount. "Map It" offers methods for creating learner personas to tailor the training experience.

2. **Content Strategy:** This involves determining what information needs to be conveyed and how it will be structured. The guide emphasizes breaking down complex topics into digestible modules and identifying key takeaways.
3. **Delivery Method Selection:** "Map It" explores a range of delivery methods, from traditional instructor-led training and e-learning modules to blended learning approaches, virtual reality simulations, and microlearning. The decision-making process is guided by factors such as learner needs, budget, and desired learning outcomes. This focus on **learning delivery methods** is key to engagement.
4. **Technology Integration:** In today's digital age, leveraging technology is crucial. The guide offers insights into selecting and integrating appropriate learning technologies, including learning management systems (LMS), virtual classrooms, and authoring tools.

This phase of "Map It" transforms the identified needs into a concrete plan, ensuring that the subsequent design and development efforts are purposeful and efficient. It's about creating a robust **learning strategy**.

Phase 3: Design & Development - Building the Experience

With a clear strategy in place, "Map It" transitions into the creative and practical phase of bringing the training to life. This is where the "hands-on" aspect truly shines, providing practical guidance on crafting engaging and effective learning materials.

1. **Instructional Design Principles:** The guide delves into core instructional design principles, such as adult learning theory (andragogy), Bloom's Taxonomy for educational objectives, and cognitive load theory. Applying these principles ensures that the learning experience is both effective and memorable.
2. **Content Creation:** This includes developing a variety of learning assets, such as presentations, facilitator guides, participant workbooks, e-learning storyboards, videos, interactive exercises, and job aids. "Map It" offers best practices for content creation, focusing on clarity, conciseness, and relevance.
3. **Assessment Design:** "Map It" stresses the importance of designing assessments that accurately measure whether learning objectives have been met. This includes formative assessments (to gauge progress during learning) and summative assessments (to evaluate overall learning). The guide discusses different assessment types, from quizzes and case studies to practical demonstrations.
4. **Prototyping and Piloting:** Before a full-scale rollout, the guide advocates for prototyping and piloting the training program. This allows for valuable feedback to be gathered and incorporated, minimizing risks and ensuring a polished final product. This iterative approach to **instructional design** is crucial.

This phase is where the strategic vision is translated into tangible learning experiences, making the training both informative and impactful. It's about creating high-quality **learning materials**.

Phase 4: Implementation & Evaluation - Delivering and Refining

The final phase of "Map It" focuses on the successful rollout of the training program and the critical process of evaluating its effectiveness.

1. **Facilitator Training and Support:** For instructor-led or blended programs, ensuring facilitators are well-prepared and supported is essential for successful delivery. "Map It" provides guidance on facilitator development and ongoing support mechanisms.
2. **Learning Technology Deployment:** This involves the seamless integration and utilization of chosen learning technologies, ensuring that learners have easy access to the training content and resources.
3. **Kirkpatrick's Levels of Evaluation:** The guide strongly advocates for using Kirkpatrick's model (Reaction, Learning, Behavior, Results) to evaluate the impact of the training. This multi-level approach allows for a comprehensive assessment of whether the training met its objectives and delivered the desired business outcomes. This is a cornerstone of proving **training effectiveness**.
4. **Continuous Improvement:** "Map It" emphasizes that training design is not a one-off event but an ongoing process. The evaluation data gathered is used to identify areas for improvement, leading to refinements and

updates to the program over time.

This final phase ensures that the training is not only delivered effectively but also continuously improved to maximize its long-term value and impact. It solidifies the commitment to **continuous learning** and development.

The "Map It" Advantage: Benefits for Your Organization

Adopting the "Map It" methodology offers a multitude of benefits that extend far beyond simply creating training courses. By embracing its principles, organizations can unlock significant advantages:

1. **Strategic Alignment:** The most profound benefit is the guaranteed alignment of training with business strategy. Every design decision is made with the end goal in mind, ensuring that learning initiatives directly contribute to organizational objectives. This is essential for **corporate training**.
2. **Increased ROI:** By focusing on needs assessment and measurable outcomes, "Map It" helps to ensure that training investments deliver tangible returns. This can manifest in improved productivity, reduced errors, enhanced customer satisfaction, and increased revenue. Proving **training ROI** becomes more achievable.
3. **Enhanced Learner Engagement:** The emphasis on understanding the target audience and employing effective instructional design principles leads to more engaging and relevant learning experiences, boosting learner motivation and knowledge retention. This contributes to a positive **learning and development culture**.
4. **Reduced Development Time and Cost:** A systematic and iterative approach, coupled with clear objectives, can streamline the design and development process, preventing rework and reducing overall project costs.
5. **Improved Performance:** Ultimately, well-designed training programs lead to improved employee performance, equipping individuals with the skills and knowledge they need to excel in their roles and contribute to the organization's success. This directly impacts **workforce development**.
6. **Agility and Adaptability:** The iterative nature of the "Map It" methodology makes training programs more adaptable to changing business needs and market conditions, ensuring ongoing relevance.

Who Should Read "Map It"?

"Map It: The Hands-On Guide to Strategic Training Design" is an invaluable resource for a wide range of professionals:

1. **Learning and Development (L&D) Managers and Specialists:** For those responsible for overseeing and executing training initiatives.
2. **Instructional Designers:** To hone their skills and adopt a more strategic and impactful design process.
3. **HR Professionals:** Who play a crucial role in talent management and employee development.
4. **Project Managers:** Involved in the development and implementation of training programs.
5. **Subject Matter Experts (SMEs):** Who need to translate their expertise into effective learning experiences.
6. **Business Leaders:** Seeking to understand how strategic training can drive organizational growth and competitive advantage.

Conclusion: Charting a Smarter Course for Training Design

"Map It: The Hands-On Guide to Strategic Training Design" is more than just a book; it's a practical roadmap for creating training that truly matters. By providing a structured, step-by-step methodology, it empowers L&D professionals to move beyond ad-hoc training development and embrace a strategic, results-oriented approach. In a world where continuous learning and upskilling are no longer optional, a guide like "Map It" is essential for

any organization committed to fostering a high-performing, adaptable, and successful workforce. It offers the tools and insights needed to navigate the complexities of training design and chart a course towards impactful and strategically aligned learning experiences, ultimately contributing to significant **business impact** and a stronger overall organizational capability.

In an increasingly connected world, the way people access information has changed dramatically. The option to download [Map It The Hands On Guide To Strategic Training Design](#) is no longer seen as a luxury, but rather as a natural part of modern learning and knowledge sharing. Digital access has removed many of the traditional barriers that once limited education, allowing people from diverse backgrounds to explore ideas, build skills, and expand their understanding at their own pace.

Historically, books and academic resources were tied to physical spaces such as libraries, bookstores, or institutions. While these spaces still hold value, they often came with limitations related to location, availability, and cost. Digital formats have transformed this experience. By downloading [Map It The Hands On Guide To Strategic Training Design](#), readers gain immediate access to content without waiting, traveling, or investing in expensive printed editions. This shift supports a more inclusive and flexible learning environment.

One of the most practical advantages of digital books is mobility. A single device can store hundreds or even thousands of files, allowing readers to carry entire collections wherever they go. Whether studying at home, reviewing material during a commute, or reading while traveling, [Map It The Hands On Guide To Strategic Training Design](#) remains readily available. This level of portability fits seamlessly into modern lifestyles, where learning often happens alongside work, family, and personal commitments.

Digital convenience extends beyond simple storage. Files can be opened instantly, organized into folders, and backed up securely. Readers no longer need to worry about losing pages, damaging covers, or running out of space. Instead, they can focus entirely on the content itself. This simplicity encourages more frequent interaction with [Map It The Hands On Guide To Strategic Training Design](#) and reduces the friction that sometimes discourages consistent reading.

Another defining feature of digital formats is enhanced functionality. PDF and eBook files preserve original layouts, images, charts, and tables, ensuring that the material remains accurate and visually clear. For educational and professional content, this consistency is essential. Readers can trust that diagrams, references, and formatting appear exactly as intended, supporting deeper comprehension and reliable study.

Interactive tools further enhance the learning experience. Digital readers allow users to highlight important sections, insert notes, bookmark pages, and search for keywords within seconds. These features transform reading into an active process. Engaging directly with [Map It The Hands On Guide To Strategic Training Design](#) helps readers organize ideas, reflect on key concepts, and revisit important sections efficiently.

Search functionality is particularly valuable when working with long or complex documents. Instead of manually scanning pages, readers can locate specific terms or topics instantly. This saves time and supports focused research, especially for students, educators, and professionals who rely on precise information. Downloading [Map It The Hands On Guide To Strategic Training Design](#) digitally turns it into a practical reference rather than a static text.

Cost efficiency is another major factor driving digital adoption. Many downloadable resources are available for free or at significantly lower prices than printed versions. This accessibility opens doors for learners who may not have access to institutional libraries or large budgets. By reducing financial barriers, digital access to [Map It The Hands On Guide To Strategic Training Design](#) promotes equal opportunities for education and self-improvement.

Several reputable platforms support legal and ethical downloading. Project Gutenberg and Open Library provide

extensive collections of public domain and legally shared works. The Internet Archive preserves books, documents, and historical materials for public access. Platforms like Free-Ebooks.net offer a wide range of genres, while academic portals such as Academia.edu host scholarly papers and research materials that complement digital books.

Choosing legitimate sources is essential for maintaining ethical standards. Responsible downloading respects intellectual property rights and supports the sustainability of knowledge sharing. It also protects users from cybersecurity risks, such as malware or corrupted files, which are more common on unverified websites. Accessing [Map It The Hands On Guide To Strategic Training Design](#) through trusted platforms ensures both safety and integrity.

Digital books also support lifelong learning, a concept that has become increasingly important in a rapidly changing world. Learning no longer ends with formal education. Professionals regularly update skills, explore new fields, and adapt to evolving industries. Having [Map It The Hands On Guide To Strategic Training Design](#) available digitally makes it easier to return to learning whenever new challenges or interests arise.

Self-directed learning thrives in a digital environment. Readers can choose what to study, how deeply to explore topics, and when to engage with content. This autonomy fosters motivation and curiosity. Instead of following rigid schedules, individuals shape their own learning journeys, using [Map It The Hands On Guide To Strategic Training Design](#) as a flexible resource that adapts to their goals.

Digital access also encourages critical thinking. With multiple resources available at once, readers can compare perspectives, evaluate arguments, and form independent conclusions. Engaging with [Map It The Hands On Guide To Strategic Training Design](#) alongside related materials deepens understanding and supports analytical skills. This habit of thoughtful comparison is especially valuable in academic and professional contexts.

Interdisciplinary exploration becomes more natural with digital resources. Readers can move seamlessly between topics, drawing connections across different fields. Ideas from history, science, technology, and culture often intersect, and digital access allows learners to explore these intersections without limitation. [Map It The Hands On Guide To Strategic Training Design](#) becomes part of a broader intellectual ecosystem rather than an isolated text.

For students, downloadable books offer practical academic benefits. Offline access ensures uninterrupted study, even without a stable internet connection. Annotation tools help organize notes and highlight key concepts, making revision and exam preparation more effective. Digital access allows students to personalize study methods and improve learning efficiency.

Educators also benefit from digital resources. Sharing or recommending downloadable materials simplifies lesson planning and supports remote or blended learning environments. Digital access to [Map It The Hands On Guide To Strategic Training Design](#) allows instructors to integrate relevant content quickly and encourage interactive engagement among students.

Accessibility is another important advantage of digital formats. Many readers support adjustable font sizes, night modes, and text-to-speech features. These options help accommodate diverse learning needs and visual preferences. Digital access ensures that [Map It The Hands On Guide To Strategic Training Design](#) remains usable for a wider audience, promoting inclusivity and equal access to information.

Environmental considerations further highlight the value of digital books. While technology has its own footprint, distributing content digitally often requires fewer physical resources than printing and shipping books at scale. Reducing paper usage and transportation contributes to more sustainable knowledge sharing over time.

Organization is another subtle but meaningful benefit. Digital files can be categorized, tagged, and retrieved

instantly. Readers can build structured libraries that grow without physical clutter. This organization supports long-term learning and makes revisiting [Map It The Hands On Guide To Strategic Training Design](#) easier and more efficient.

Global connectivity also plays a role in the rise of digital learning. When people across different regions access the same materials, shared knowledge creates opportunities for dialogue and collaboration. Downloading [Map It The Hands On Guide To Strategic Training Design](#) allows ideas to travel freely, fostering understanding beyond cultural and geographic boundaries.

As digital access becomes more common, digital literacy grows in importance. Learning how to evaluate sources, manage information, and use digital tools responsibly is now a fundamental skill. Engaging with [Map It The Hands On Guide To Strategic Training Design](#) in digital format helps users develop these competencies naturally through regular use.

Perhaps the most meaningful impact of digital access is how it reshapes attitudes toward learning. When information is readily available, curiosity feels easier to pursue. Readers are more likely to explore new topics, revisit familiar subjects, and continue learning simply because the barriers are low. Downloading [Map It The Hands On Guide To Strategic Training Design](#) supports this mindset by making knowledge approachable and flexible.

In conclusion, downloading [Map It The Hands On Guide To Strategic Training Design](#) reflects the strengths of modern digital education. Through accessibility, affordability, functionality, and ethical access, digital resources empower individuals to take ownership of their learning. When used responsibly through trusted platforms, [Map It The Hands On Guide To Strategic Training Design](#) becomes more than a digital file—it becomes a reliable companion for continuous growth, critical thinking, and lifelong intellectual development.

Questions & Answers About map it the hands on guide to strategic training design

No	Question	Answer
1	What's the core promise of 'Map It: The Hands-On Guide to Strategic Training Design' for training professionals?	The book promises to equip training professionals with a practical, step-by-step framework to move beyond creating isolated training events and instead design learning experiences that directly align with and drive business objectives. It emphasizes a strategic, outcome-focused approach.
2	How does 'Map It' help trainers avoid the common pitfall of creating 'flavor-of-the-month' training that doesn't stick?	'Map It' emphasizes a needs-analysis phase and a strong understanding of business goals before any design begins. This ensures training is solving a real problem or seizing an opportunity, rather than just being a trendy topic. It focuses on measurable impact.
3	Can you give an example of a 'hands-on' element from the book that training designers can immediately use?	The book provides numerous templates and worksheets, such as a 'Training Blueprint' or a 'Performance Gap Analysis' tool. These are designed to be filled out directly, guiding the user through the strategic design process from initial concept to final evaluation.
4	What makes the 'strategic' aspect of 'Map It' so important in today's learning and development landscape?	In today's fast-paced business world, training must demonstrate clear ROI and contribute to organizational success. The 'strategic' element ensures that learning initiatives are not seen as a cost center but as a vital investment that moves the needle on key performance indicators.

5	Who is the ideal audience for 'Map It: The Hands-On Guide to Strategic Training Design'?	The book is ideal for instructional designers, training managers, L&D professionals, and anyone responsible for creating and delivering effective training programs. It's also valuable for business leaders who want to understand how to leverage learning for strategic advantage.
6	How does 'Map It' address the evaluation of training effectiveness beyond simple satisfaction surveys?	'Map It' promotes a robust evaluation strategy that goes beyond post-training smiles. It guides designers to define desired performance outcomes upfront and then build evaluation methods to measure whether those outcomes are achieved, linking training to business results.

hands-on guide to strategic training design, strategic training development techniques, designing effective training programs, practical training strategy implementation, strategic learning design methods, interactive training course planning, training design best practices, skills-based training strategy, how to build strategic training frameworks, training design with real-world application

Map It The Hands On Guide To Strategic Training Design eBook Resource

Map It The Hands On Guide To Strategic Training Design eBooks provide structured digital knowledge.

Core Discussion

Digital books help readers maintain productivity.

Practical Use

Map It The Hands On Guide To Strategic Training Design eBooks support consistent study routines.

Conclusion

Digital reading improves access to information.

For long-term learning goals, Map It The Hands On Guide To Strategic Training Design eBooks provide consistency and reliability as core study materials.

Beginners and advanced learners alike benefit from flexible content depth.

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milestones, and maintain motivation over time.

Centralized content improves trust and reliability.

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Digital access enables quick consultation during real-world application.

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Map It The Hands On Guide To Strategic Training Design eBooks empower users to track progress, set learning milestones, and maintain motivation over time.

Ultimately, Map It The Hands On Guide To Strategic Training Design eBooks offer an efficient, scalable, and flexible approach to continuous learning.

Clear organization guides readers from fundamentals to advanced topics.

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Map It The Hands On Guide To Strategic Training Design eBooks support intentional learning by encouraging focused reading.

Compatibility with devices enhances accessibility.

Organizations incorporate Map It The Hands On Guide To Strategic Training Design eBooks into onboarding and training programs.

This long-term usability makes Map It The Hands On Guide To Strategic Training Design eBooks suitable for repeated consultation.

Clear explanations support real-world use.

Accessible knowledge encourages lifelong learning.

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Map It The Hands On Guide To Strategic Training Design eBooks serve as reliable reference materials that can be revisited whenever questions arise.

Clear goals improve consistency.

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Map It The Hands On Guide To Strategic Training Design eBooks align with documentation-driven workflows. Strong foundations support advanced skill development.

Map It The Hands On Guide To Strategic Training Design eBooks align well with modern digital workflows and productivity tools.

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Tips for reading Map It The Hands On Guide To Strategic Training Design

Reading Map It The Hands On Guide To Strategic Training Design in digital format can be a highly effective and enjoyable experience when done with the right approach. Unlike traditional printed books, digital reading offers flexibility, customization, and powerful tools that can improve comprehension and retention. However, without proper habits, digital reading can also lead to fatigue or reduced focus. Applying practical reading strategies helps you get the most value from Map It The Hands On Guide To Strategic Training Design.

One of the most important tips is to break your reading into manageable sessions. Long, uninterrupted reading on a screen can strain the eyes and reduce concentration. Instead of reading for several hours at once, divide your time into shorter sessions with regular breaks. This approach helps maintain focus, improves understanding, and prevents mental exhaustion. Using techniques such as the Pomodoro method—reading for 25–30 minutes followed by a short break—can be particularly effective.

Using bookmarks is another simple yet powerful habit. Most digital reading platforms allow you to bookmark chapters, sections, or specific pages. Bookmarks make it easy to return to important parts of Map It The Hands On Guide To Strategic Training Design without scrolling or searching manually. This is especially useful for long documents, study materials, or reference-based reading where you may need to revisit certain sections frequently.

Highlighting key points and adding annotations can significantly improve comprehension. Digital highlights allow you to visually mark important ideas, definitions, or summaries. Adding notes in your own words helps reinforce understanding and creates a personalized study guide. Over time, these highlights and annotations turn Map It The Hands On Guide To Strategic Training Design into an interactive learning resource rather than passive reading material.

Adjusting screen settings plays a crucial role in reading comfort. Most reading apps allow you to customize font size, font style, line spacing, and background color. Increasing font size and line spacing can reduce eye strain, while using dark mode or sepia backgrounds may improve readability in low-light environments. Adjusting screen brightness to match ambient lighting further enhances comfort and protects eye health during long

reading sessions.

Creating a focused reading environment

A distraction-free environment improves reading efficiency and enjoyment. When reading Map It The Hands On Guide To Strategic Training Design, try to minimize notifications from messaging apps or social media. Many devices offer “focus mode” or “do not disturb” settings that help maintain concentration. Choosing a quiet, comfortable location with proper lighting also contributes to a better reading experience.

For study or professional reading, setting clear goals before starting can be beneficial. Decide whether you are reading for general understanding, detailed analysis, or quick reference. Clear objectives help guide how deeply you engage with the content and which sections deserve closer attention.

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Digital copies of Map It The Hands On Guide To Strategic Training Design offer several advantages over traditional printed books, making them increasingly popular among modern readers. One of the most significant benefits is portability. Hundreds or even thousands of digital books can be stored on a single device, eliminating the need for physical storage space and making it easy to carry an entire library anywhere.

Searchable text is another major advantage. Instead of flipping through pages, digital readers can instantly search for keywords, phrases, or topics within Map It The Hands On Guide To Strategic Training Design. This feature is invaluable for research, study, and professional reference, saving time and improving efficiency.

Offline access enhances flexibility. Once downloaded, digital copies of Map It The Hands On Guide To Strategic Training Design can be accessed without an internet connection. This is especially useful for travel, remote

study, or areas with limited connectivity. Offline access ensures uninterrupted reading regardless of location.

Annotation tools add further value. Highlights, notes, and bookmarks transform digital reading into an interactive experience. These tools help readers organize information, revisit important sections, and personalize their learning process. Notes can often be exported or synced across devices, providing continuity and convenience.

Cost and sustainability advantages

Digital copies are often more affordable than printed books. Many platforms offer discounts, subscription models, or free access to public domain works. Over time, digital reading can significantly reduce costs for students, professionals, and avid readers.

From an environmental perspective, digital books reduce paper consumption, printing, and transportation. Choosing digital versions of Map It The Hands On Guide To Strategic Training Design contributes to more sustainable reading habits and a smaller environmental footprint.

Accessibility and inclusivity

Digital reading platforms often include accessibility features that benefit a wide range of users. Adjustable fonts, text-to-speech options, screen reader compatibility, and contrast settings make Map It The Hands On Guide To Strategic Training Design more accessible to readers with visual impairments or learning differences. These features help ensure that knowledge is available to a broader audience.

Balancing digital and traditional reading

While digital copies offer many benefits, balancing them with healthy reading habits is important. Taking regular breaks, maintaining good posture, and limiting screen exposure before bedtime help prevent fatigue and eye strain. Some readers choose to alternate between digital and printed formats depending on the context and purpose of reading.

Building a long-term reading habit

Consistency is key to getting the most value from Map It The Hands On Guide To Strategic Training Design. Setting a regular reading schedule, even for a short daily session, helps build a sustainable habit. Tracking progress using reading apps or journals can increase motivation and provide a sense of achievement.

Final thoughts on reading Map It The Hands On Guide To Strategic Training Design

Reading Map It The Hands On Guide To Strategic Training Design digitally offers flexibility, efficiency, and powerful tools that enhance understanding and engagement. By applying effective reading strategies, choosing the right format, and taking advantage of digital features, readers can create a comfortable and productive reading experience. Whether for learning, professional growth, or personal enjoyment, digital copies of Map It The Hands On Guide To Strategic Training Design provide a modern and accessible way to consume structured knowledge anytime and anywhere.