



# Mastering Learning: The Power of Instructional Design

Discover how effective instructional design transforms education and training.





# Learning Objectives

**By the end of this lesson, learners will be able to:**

- **Define instructional design and explain its importance.**
- **Differentiate between pedagogy and andragogy in training contexts.**
- **Apply key learning principles to design engaging content.**
- **Identify and use non-verbal and experiential teaching techniques.**



# Lesson Agenda



## Introduction to Instructional Design



## Why Instructional Design Matters



## Foundations of Instructional Design



## Pedagogy vs. Andragogy

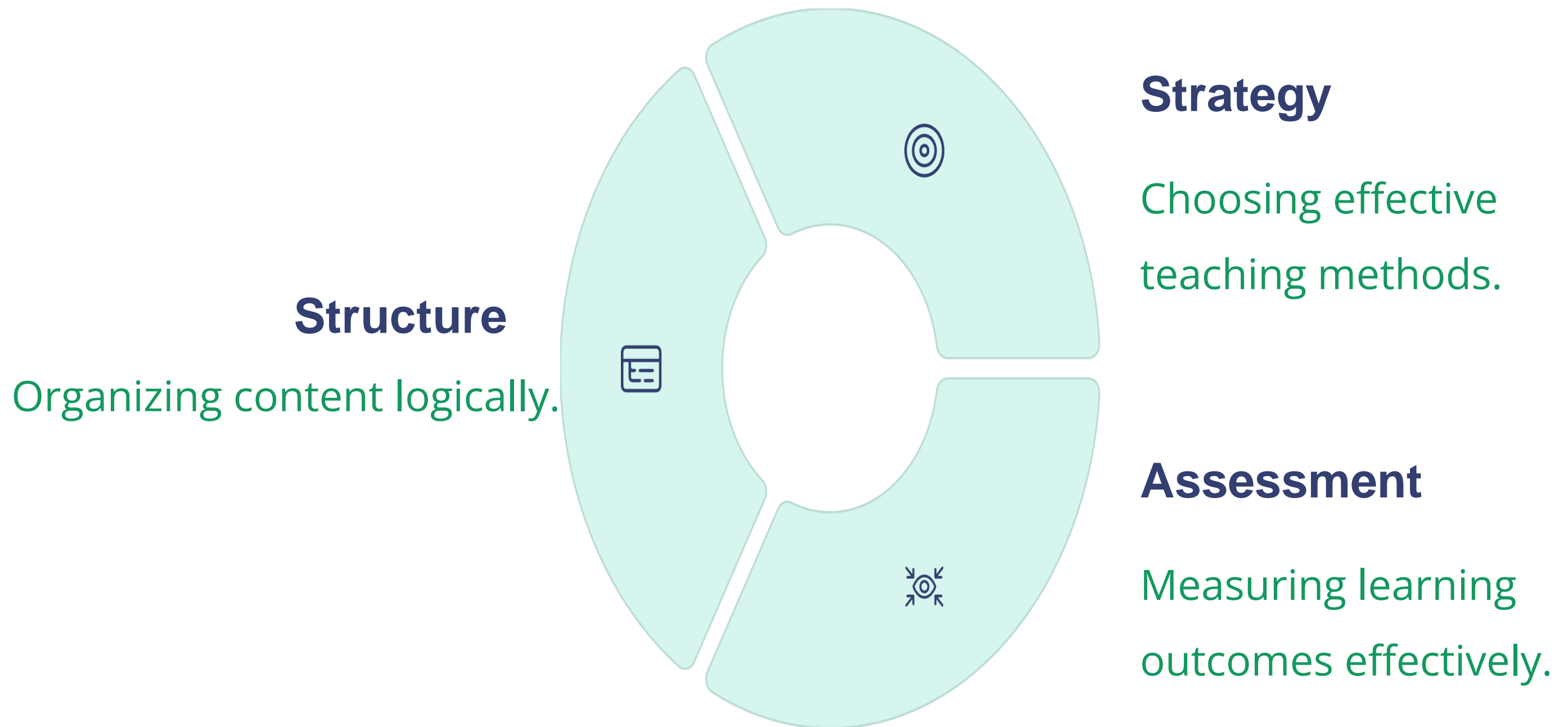


## Teaching Without Words: Modeling, Scaffolding & Practice



# What is Instructional Design?

Instructional design creates efficient, engaging, and goal-oriented educational experiences.



Just like architects design buildings, instructional designers create learning experiences.



# Why is Instructional Design Important?

## ■ **Learner-Centric**

Helps people learn better and faster.

## ■ **Goal Alignment**

Aligns learning with real objectives.

## ■ **Engagement**

Makes content engaging and useful.

## ■ **Clarity**

Reduces information overload effectively.

## ■ **Improved Outcomes**

Enhances overall learning results.

## ■ **Efficiency**

Makes training focused and streamlined.

## ■ **Adaptability**

Adapts to diverse learning needs.

## ■ **Motivation**

Boosts learner participation and interest.



# Foundations of Instructional Design

Good instructional design relies on understanding learners and how learning occurs.

## Understand the Learner

Know their background and needs.

## Learning Principles

Apply theories of how learning happens.

## Strategic Application

Choose methods based on context.

This is where Pedagogy and Andragogy become essential.





# Understanding Your Learners

## Engaging Questions

Initiate with relatable experiences.

## Interactive Polls

Gauge audience sentiment quickly.

## Reflective Prompts

Encourage personal connections to learning.





# Learning Principles/What is Pedagogy?

Pedagogy is the art and science of teaching children.

## Teacher Dependent

Learners rely on teacher guidance.

## Subject-Centered

Focus is on the content itself.

## External Rewards

Motivated by grades or approval.

## Rote Learning

Memorization is a common method.



Think of a traditional classroom where the teacher directs all learning.



# Pedagogy in Practice: Traditional Classrooms



## Direct Instruction

Teacher leads the learning process.



## Structured Content

Sequential, foundational knowledge.



## Guided Practice

Step-by-step skill development.



# What is Andragogy?

Andragogy is the method of teaching adults, coined by Malcolm Knowles.

- **Relevance Matters**  
Adults need to know the "why."
- **Experience-Based**  
Learning leverages prior knowledge.
- **Self-Directed**  
Adults prefer independent learning.
- **Problem-Centered**  
Focus is on real-world issues.
- **Internal Motivation**  
Driven by personal goals.



This applies to professional development and workplace training.



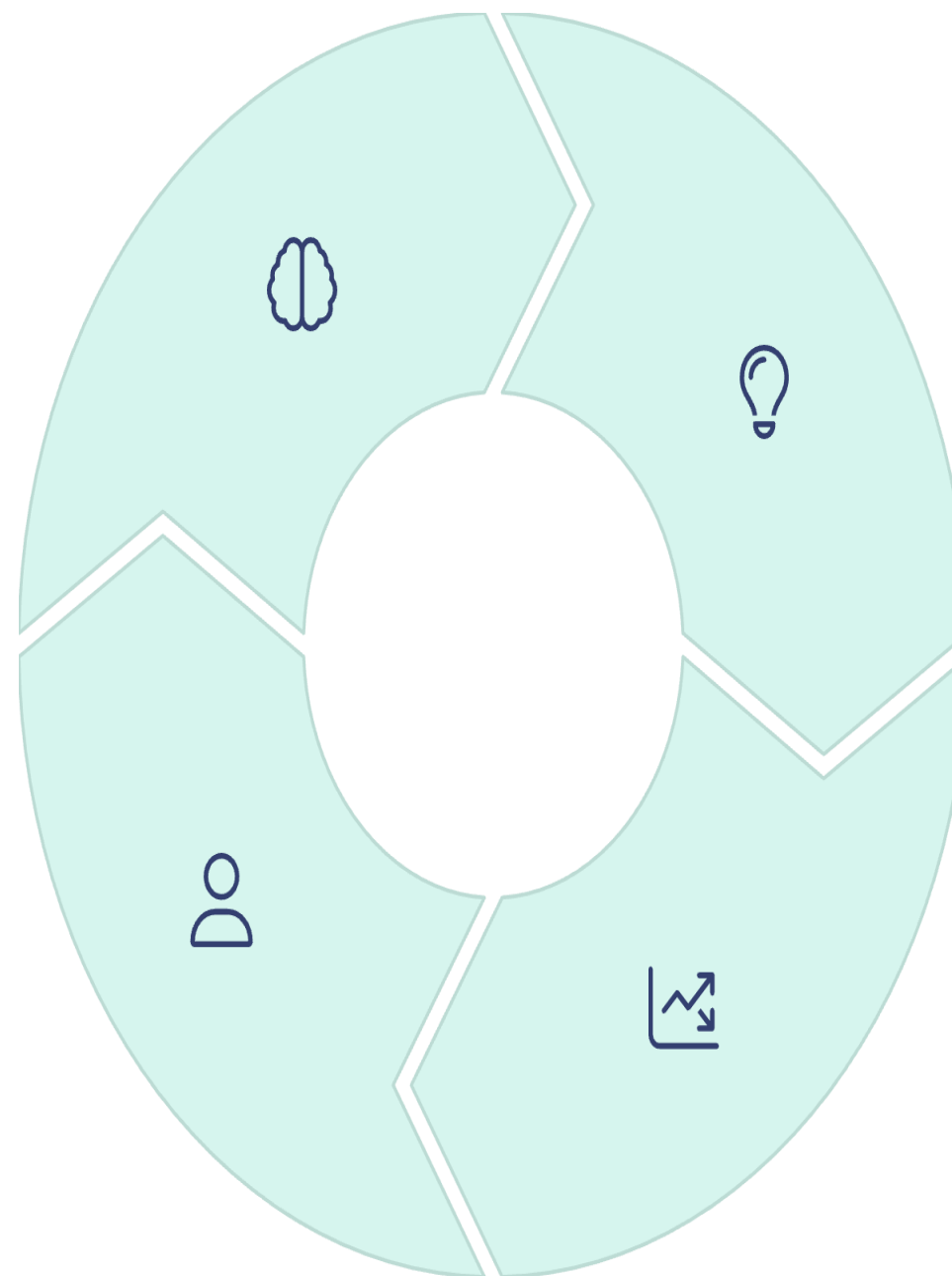
# Andragogy in Practice: Adult Professional Development

## Experience-Based

Leveraging past knowledge.

## Collaborative

Peer-to-peer learning.



## Problem-Solving

Real-world application.

## Immediate Relevance

Directly applicable skills.



# Pedagogy vs. Andragogy

Understanding the differences is crucial for effective instructional design.

Learner role	Dependent	Self-directed
Motivation	External	Internal
Experience	Limited	Rich & varied
Learning focus	Content-based	Problem-based
Teaching style	Directive	Facilitative

Why does this matter for designing training programs?

# Strategic Application

If you had to teach someone how to ride a bike – but couldn't use words – how would you do it?





# How would I teach someone to ride a bike **WITHOUT USING WORDS?**

## Demonstration

I'd first show them how to put on a helmet and get on the bike by doing it myself.



Then I'd demonstrate balance, pedaling, and stopping—clearly and slowly.

## Guided Practice



I'd hold the back of the seat and gently push as they begin, guiding their motion.

## Visual Feedback



I'd use gestures, like thumbs up for encouragement or hand motions to indicate "pedal faster" or 

## Physical Support

Help them feel the center of gravity by letting go gradually.



Use touch (like topping their back lightly) to guide posture or lean.

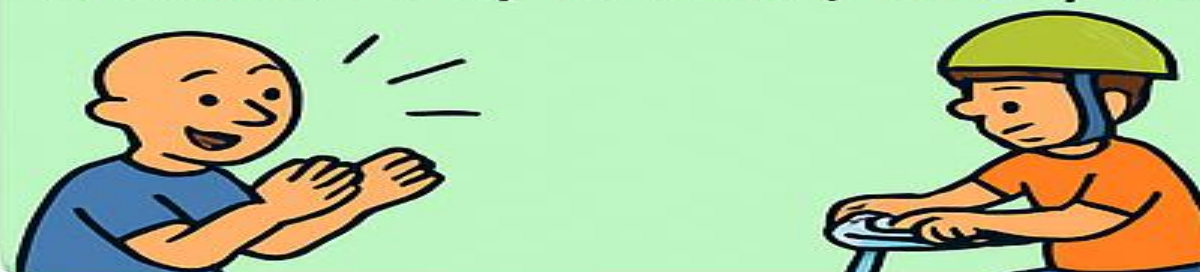
## Model Independence



Clap or give a fist pump when they succeed to reinforce progress,

## Model Independence

I'd step back and mime cheering to show they're ready to try solo.





# The Silent Coach: Teaching Bike Riding Without Words

We will explore powerful teaching methods. We focus on how to teach complex skills. We will use non-verbal cues and practical support. Effective learning goes beyond just words.





all core instructional strategies that don't rely on words but still create effective learning.



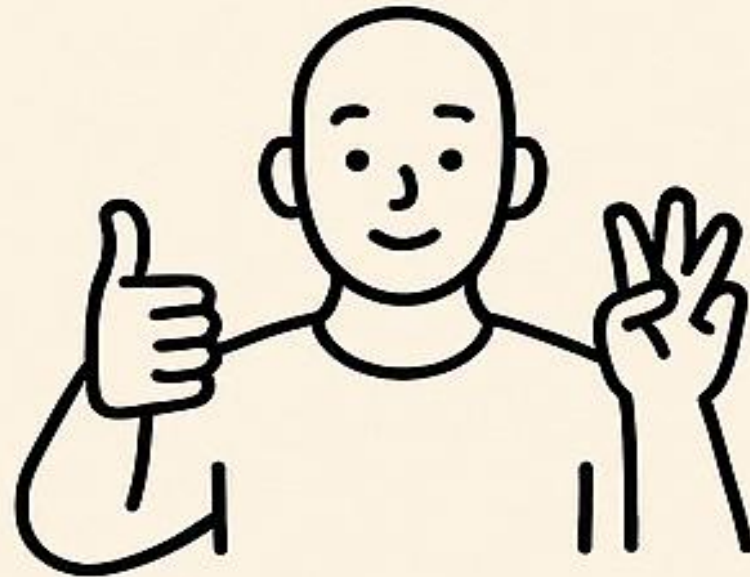
## Modeling

Show, don't tell



## Scaffolding

Build the bridge together



## Non-Verbal Cues

Talk without talking



## Hands-On Practice

Feel to learn



# Modeling: "Show, Don't Tell"

Modeling means letting someone see success first. You demonstrate the skill clearly. Imagine effortlessly riding a bike, then braking and smiling. This action speaks volumes.

People naturally imitate what they observe. Clear, confident demonstrations build confidence. "Be the example. Your actions speak louder than any instruction ever could."





# Scaffolding: "Build the Bridge Together"

## Start with Support

Hold the bike seat firmly at first.

## Reduce Assistance

Transition to just a hand on their back.

## Enable Independence

Eventually, let go and watch them ride solo.

Scaffolding provides support, then gradually removes it. This builds confidence step-by-step. "Start close. Stay just long enough. Then let them soar on their own."



## Non-Verbal Cues: "Talk Without Talking"



Non-verbal cues use face, hands, and body. A thumbs-up, pointing to pedals, or a wide smile communicates encouragement. These signals travel faster than words.

Emotions and messages are conveyed powerfully. "Sometimes the loudest support comes in total silence."



# Hands-On Practice: "Feel to Learn"



## Steady Handlebars

Gently guide their steering. Provide stability and direction.



## Posture Guidance

Tap their back lightly to correct posture. Help them sit upright.

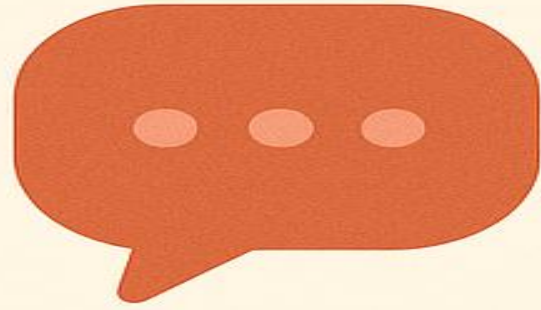


## Feel the Balance

Assist them in finding their center of gravity. Develop their natural balance.

**Hands-on practice involves doing, with physical guidance. The body remembers what the mind cannot describe. "Touch the moment. Learn by doing. Master by moving."**

# IT PROVES THAT



**Communication**



**Feedback**



**Design choices**

**MATTER MORE THAN  
JUST CONTENT DELIVERY**



**Do you have any  
questions?**

**THANK YOU!**

**Noha Said, Ph.D.**