

Problem:

Managers are not able to give actionable feedback that results in behavioral change that improves performance metrics.

Solution:

Kathy Moore - Action Mapping process to determine that an AI enabled scenario practice simulator would be a wonderful companion for them.

Process Overview:

Utilizing the ADDIE methodology. I developed an interactive scenario with a microaggression that allows people to practice how to react when harm occurs in the workplace even if the harm is unintentional in order to repair the relationship and promote workplace harmony.

Analysis & Action Mapping:

Utilizing the Kathy Moore of Action Mapping process to determine that the ability to respond to a harm caused by a microaggression and practice how to address it in the moment would be most helpful to create change in the workplace.

Storyboarding:

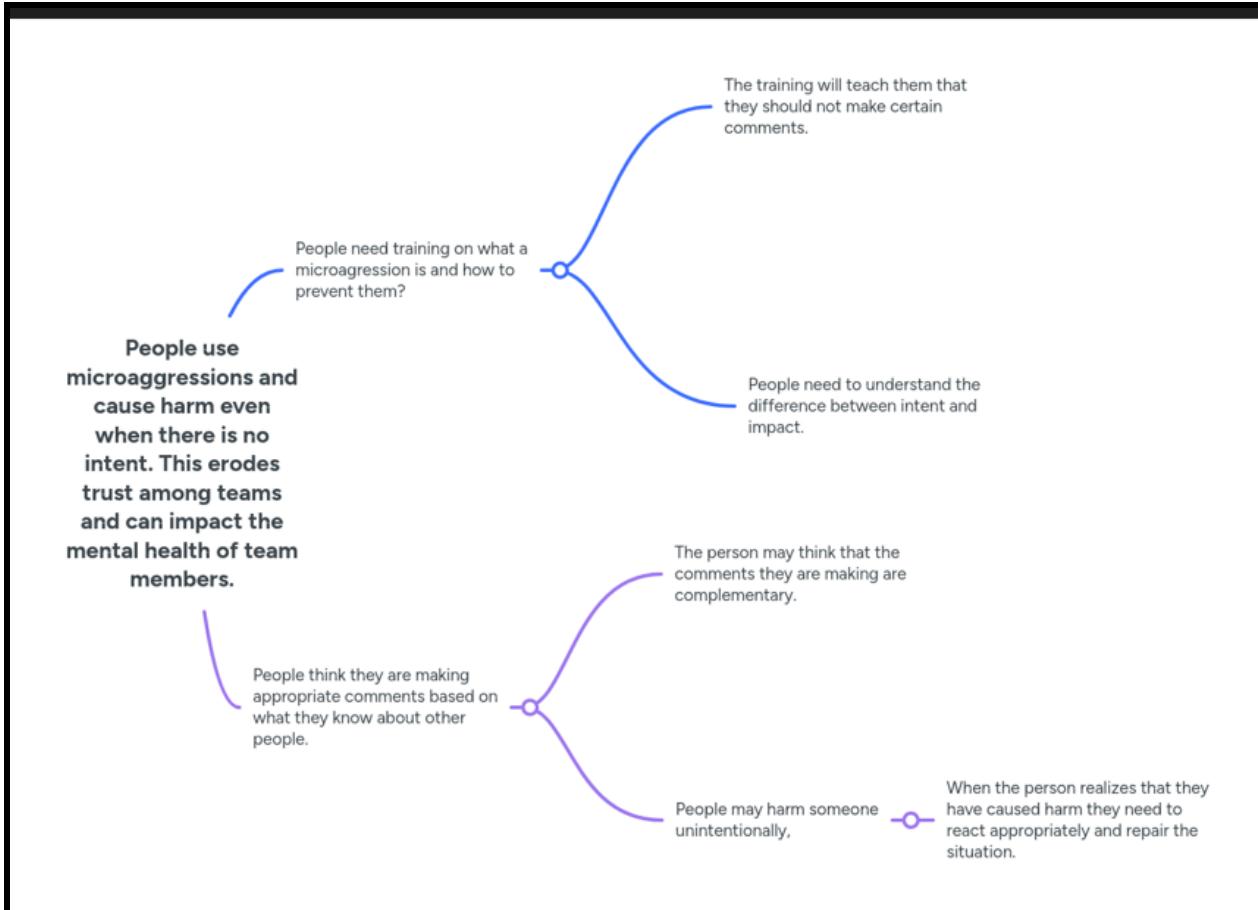
Designed a realistic example of a common microaggression that many people experience everyday so that the learner can practice responding to the action in the moment rather than just reviewing a lot of rules. It includes a Vyond animation of the scenario and branching with the decisions.

Full Development:

Refined the project based on SME and other instructional designer feedback, and completed the course.

The Process:

Action Map:



Text-Based Storyboard:

Leslie Glikas Giving Effective Feedback

Introduction:

Visuals (black and white)

Learning Objectives: The learner will be able to:

- Identify key components of constructive feedback
- Distinguish between constructive and unhelpful feedback.
- Recognize the consequences of ineffective feedback.
- Apply the lessons learned to real-world management scenarios.

Outline: Intro: Giving feedback can be uncomfortable for some people.

Characters:



Color Palette:

1. [Intro]			
Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
Text: Giving feedback can feel uncomfortable — and it can be difficult not to make people defensive.	Giving feedback can feel uncomfortable — and it can be difficult not to make people defensive. In this course, you'll explore practical strategies for	Rise blocks enhance with Mighty! Extension	

Takeaways:

This project was intentionally scoped as a short, focused learning experience to demonstrate how branching scenarios can support meaningful DEI learning without lengthy content. Future iterations could expand scenario variety while preserving the core interaction.