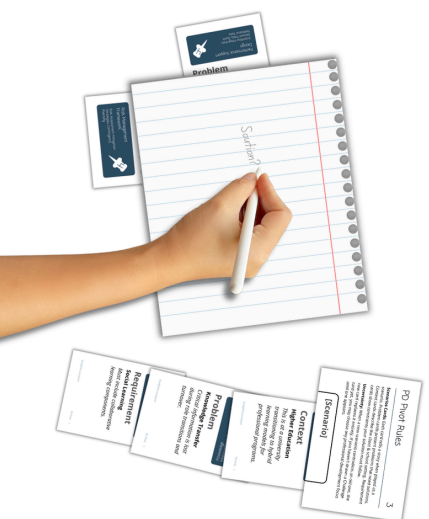


L&D Pivot Rules

2

Play Picture:



See It In Action!



L&D Pivot Rules

1

Premise: You are learning experience designers creating training solutions for workplace settings. But in L&D, things change quickly! Your mission is to develop a solution and adapt your design over three rounds as new challenges emerge.

Basic Rules: Shuffle the deck and deal 12 cards between all players as design cards. Reveal three cards as scenario cards, then add one to begin the second and third rounds. Each round, create/revise a solution on a sheet of scratchpaper that works for all active scenarios. Your final solution must address every scenario card in play. Score based on design cards used.

1-6 players | 30-45 minutes | Scratchpaper Needed

L&D Pivot Rules

4

Design Cards: Design cards show education theories & design principles. Play them by explaining how you'll use their approach in your solution. You can play as many or few as you like. Remove design cards when no longer applicable. Score the final round.



Scoring: Master Designer: 30+ points; Skilled Designer: 15-29 points; Developing Designer: Under 15 points *Solutions must be viable to count points

Team Mode: Split into 2-4 teams. Use same scenarios but different solutions & design cards. Compare points at end.

L&D Pivot Rules

3

Scenarios Cards: Each card tells a story when played as a scenario. Problem cards present problems that need solutions. Context cards describe the client & workplace setting. Requirement cards show constraints your solution must follow.

Uncertainty: When a new scenario contradicts an old one, the new card replaces it entirely. If you haven't drawn a Challenge card yet, you may choose any training or development focus until one appears.

[Scenario]



Performance Support
Design
Workflow Integration,
Decision Trees, Quick
Reference Tools

Problem

Process Consistency

Team members are interpreting and executing core processes differently.

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L&D Pivot 1



Social Learning
Framework
Communities of Practice,
Expert Networks, Knowledge
Sharing Systems

Problem

Knowledge Silos

Critical expertise remains trapped with individual experts and isn't being shared effectively.

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L&D Pivot 2



Change Management
Framework
Stakeholder Analysis, Impact
Mapping, Transition Support

Problem

Change Adoption

New tools and procedures are being introduced but adoption remains low.

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L&D Pivot 3



Experiential Learning
Design
Scenario Practice, Case
Studies, Guided Application

Problem

Skill Application

People can explain concepts but struggle to apply them in complex situations.

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L&D Pivot 4



Collaborative Learning
Design
Team Protocols, Shared
Mental Models,
Communication Frameworks

Problem

Communication Gaps

Cross-functional teams are experiencing frequent miscommunication and misalignment.

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L&D Pivot 5



Competency
Framework
Performance Standards,
Quality Metrics, Success
Criteria

Problem

Quality Standards

Work outputs show inconsistent quality and adherence to standards.

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L&D Pivot 6



Cognitive Load Theory
Mental Models, Decision
Frameworks, Cognitive
Support Tools

Problem

Decision Making

Teams struggle to make effective decisions under pressure.

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L&D Pivot 7



Design Thinking
Process
Innovation Methods, Creative
Problem-Solving, Rapid
Prototyping

Problem

Innovation Culture

Current practices discourage experimentation and new approaches.

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L&D Pivot 8



User-Centered Design
Empathy Mapping, User
Journey Analysis, Service
Design

Problem

Customer Focus

Internal priorities often overshadow customer needs and perspectives.

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L&D Pivot 9



Systems Learning
Design
Process Mapping, Impact
Analysis, Interconnection
Models

Problem

Systems Thinking

People focus on immediate tasks without understanding broader impact.

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L&D Pivot 10



Productivity
Framework
Priority Matrix, Time
Blocking, Workflow
Optimization

Problem

Time Management

Teams struggle to prioritize work and manage competing demands.

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L&D Pivot 11



Digital Collaboration
Design
Virtual Teaming, Remote
Facilitation, Online
Coordination

Problem

Remote Collaboration

Virtual teams lack effective collaboration and coordination.

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L&D Pivot 12



Problem

Problem Solving

Recurring issues are addressed with quick fixes rather than root cause solutions.

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L&D Pivot 13



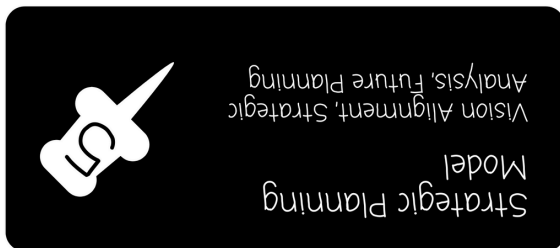
Problem

Feedback Culture

People avoid giving and receiving constructive feedback.

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L&D Pivot 14



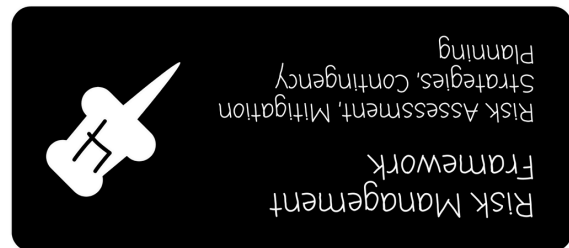
Problem

Strategic Thinking

Daily operations overshadow long-term strategic considerations.

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L&D Pivot 15



Problem

Risk Assessment

Teams struggle to identify and mitigate potential risks.

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L&D Pivot 16



Data Analysis
Framework
Data Interpretation, Data
Statistical Literacy, Data
Visualization

Problem

Data Literacy

People struggle to effectively use data for decision making.

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L&D Pivot 17



Project Management
Design
Project Planning, Resource
Allocation, Timeline
Management

Problem

Project Management

Projects frequently miss deadlines and exceed resource limits.

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L&D Pivot 18



Knowledge
Management System
Documentation Methods,
Knowledge Base Design,
Information Architecture

Problem

Knowledge Transfer

Critical information is lost during role transitions and turnover.

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L&D Pivot 19



Adaptive Learning
Design
Flexibility Training, Scenario
Planning, Change Response

Problem

Adaptive Response

Teams struggle to adjust strategies when conditions change.

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L&D Pivot 20



Digital Learning
Environment
Async Tools, Global
Collaboration, Virtual
Workshops

Context

Tech Company

This is at a global technology company with fully remote workforce spread across time zones.

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L&D Pivot 21



Systematic Learning
Design
Standardized Pathways,
Compliance Tracking, Role-
Based Learning

Context

Healthcare System

This is at a healthcare network requiring consistent compliance training across multiple facilities.

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L&D Pivot 22



Performance Support
Framework
Just-in-Time Learning,
Process Guides, Technical
Documentation

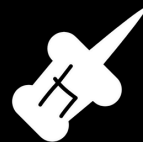
Context

Manufacturing

This is at a manufacturing company transitioning from manual to automated processes.

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L&D Pivot 23



Regulatory
Compliance Design
Policy Training, Risk
Management, Compliance
Monitoring

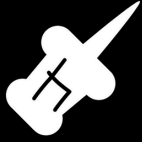
Context

Financial Services

This is at a financial institution with strict regulatory requirements and rapid market changes.

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L&D Pivot 24



Scalable Training
Design
Standardized Onboarding
Mobile Learning
Performance Support

Context

Retail Chain

This is at a retail organization with high turnover and geographically dispersed locations.

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L&D Pivot 25



Agile Learning Design
Rapid Development, Iterative
Design, Flexible Framework

Context

Startup

This is at a rapidly growing startup with evolving roles and fluid organizational structure.

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L&D Pivot 26



Blended Learning
Design
Mixed Modality, Async
Design, Interactive Learning

Context

Higher Education

This is at a university transitioning to hybrid learning models for professional programs.

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L&D Pivot 27



Process
Documentation Design
Standard Operating
Procedures, Compliance
Guides, Audit Tools

Context

Government Agency

This is at a government organization with complex procedures and strict documentation requirements.

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L&D Pivot 28



Resource-Efficient
Design
Low-Cost Solutions,
Volunteer Training,
Sustainable Models

Context

Non-Profit

This is at a non-profit organization with limited resources and high reliance on volunteers.

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L&D Pivot 29



Adaptive Learning
Framework
Context Switching, Client
Relations, Consulting Skills

Context

Consulting Firm

This is at a consulting firm where employees need to quickly adapt to different client contexts.

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L&D Pivot 30



Rapid Prototyping
Design
MVP Development, Quick
Testing, Iterative
Improvement

Requirement

Time Constraint

Solution must be designed and launched within six weeks.

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L&D Pivot 31



Resource Optimization
Platform Integration, Tool
Maximization, Cost Efficiency

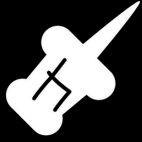
Requirement

Budget Limits

Development must utilize existing tools and platforms.

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L&D Pivot 32



Scalable Design
Framework
Modular Design, Automated
Systems, Growth Planning

Requirement Scale Requirements

*Solution must be scalable
from 100 to 10,000 users.*

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L&D Pivot 33



Mobile-First Design
Responsive Design, Mobile
UI/UX, Cross-Platform Access

Requirement Mobile Access

*All content must be fully
accessible on mobile
devices.*

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L&D Pivot 34



Universal Design
Accessibility Standards,
Inclusive Design, Alternative
Formats

Requirement Accessibility

*Solution must meet WCAG
2.1 AA accessibility
standards.*

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L&D Pivot 35



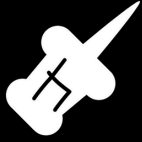
Learning Analytics
Design
Data Collection, Metrics
Design, Report Automation

Requirement Analytics

*Must include
comprehensive learning
analytics and reporting.*

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L&D Pivot 36



Global Learning
Design
Translation Framework
Cultural Adaptation,
Language Support

Requirement Localization

Content must support translation into 12 languages.

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L&D Pivot 37



Systems Integration
API Design, Data Flow,
Platform Connectivity

Requirement Integration

Must integrate with existing HR and LMS systems.

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L&D Pivot 38



Certification
Framework
Assessment Design,
Competency Tracking, Credit
Management

Requirement Certification

Must support professional certification requirements.

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L&D Pivot 39



Compliance
Architecture
Audit Trails, Documentation
Systems, Verification Tools

Requirement Compliance

Must maintain detailed compliance records for audits.

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L&D Pivot 40



Self-Directed Learning
Design
Learning Paths, Progress
Tracking, Personalized Goals

Requirement Self-Directed

*Must support self-paced,
autonomous learning
paths.*

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L&D Pivot 41



Hybrid Experience
Design
Multi-Modal Design,
Seamless Transition, Blended
Learning

Requirement Hybrid Delivery

*Solution must work in both
online and in-person
formats.*

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L&D Pivot 42



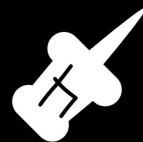
Social Learning
Architecture
Peer Learning, Group
Activities, Community
Building

Requirement Social Learning

*Must include collaborative
learning components.*

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L&D Pivot 43



Impact Measurement
Design
ROI Analytics, Business
Impact, Value Metrics

Requirement ROI Measurement

*Must demonstrate clear
return on investment.*

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L&D Pivot 44



Privacy Framework
Data Protection, Security
Standards, Privacy Controls

Requirement

Privacy Standards

Must comply with global data privacy regulations.

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L&D Pivot 45



Offline Architecture
Local Storage, Sync
Management, Offline
Functions

Requirement

Offline Access

Content must be available without internet connection.

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L&D Pivot 46



Agile Content System
Quick Updates, Version
Control, Content
Management

Requirement

Quick Updates

Must allow for rapid content updates and modifications.

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L&D Pivot 47



Brand Integration
Design
Theme Systems, Brand
Elements, Style
Management

Requirement

White Labeling

Must support custom branding for different clients.

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L&D Pivot 48



Performance Support
System
Job Aids, Quick Guides,
Reference Tools

Requirement Performance Support

*Must include on-the-job
support resources.*

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L&D Pivot 49



Assessment
Framework
Performance Tasks, Skill
Demonstration, Applied
Projects

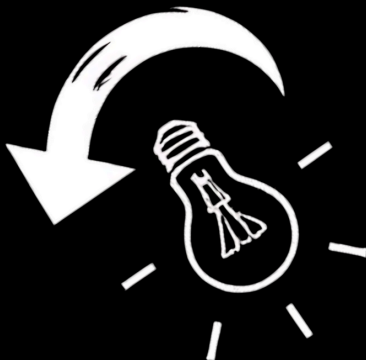
Requirement Assessment

*Must include varied
assessment types beyond
quizzes.*

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L&D Pivot 50

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