

Instructional Design Capabilities

Management Concepts core business is the creation and delivery of dynamic and engaging professional and technical skills training for adult learners. We design and deliver courses specifically aimed at meeting the learning and development needs of public and private sector participants. Through a combination of interactive classroom experiences and self-guided learning, we deliver the skill building learning experiences needed to improve individual, team, and organizational performance.

40+

Instructional Designers, Editors,
and Graphic Designers on staff



Competency-based approach
to course development



Content relevant to
Federal work environments



Design templates support
multiple modalities



Tailor COTS materials to reduce
cost and shorten development time

200+

Subject Matter Experts to
support content development

Management Concepts Four Core Learning Values

LEARNING IS CREATING CONNECTIONS.

We enable participants to connect course objectives and materials to their own experiences, current beliefs, emotions, and knowledge.

LEARNING IS INDIVIDUALIZED EXPERIENCES.

We create opportunities for learners to apply what they know and what they learn under the guidance of highly-experienced facilitators.

LEARNING IS ACTIVE ENGAGEMENT.

We create a framework that supports active discussion, problem-solving, scenario analysis, group exercises, and interactive media.

LEARNING IS TRANSFERRING IDEAS TO ACTIONS.

We design practical learning experiences with skills that are easily transferable to actual challenges on the job.

Past Performance in Instructional Design



NATIONAL VETERANS TRAINING INSTITUTE (NVTI)

Management Concepts' partnership with NVTI demonstrates our ability to design new and innovative training programs that leverage technology to ensure participants get the training they need to help serve America's veteran community. The project included:

- 14 courses transferred from previous vendor and revised or updated
- 24 courses fully developed
- Courses contain unique eLearning components such as video, animation, micro-learning, as well as voice acting recorded at Management Concepts' recording studio.
- An eLearning program was designed and developed as a pre-requisite so that class time can be spent having effective discussions and collaborating.
- 4 course delivery modalities: self-paced, online cohort, virtual, and classroom
- Researched, designed, and successfully implemented highly interactive communities of practice (COP) within courses to ensure ongoing student support.



MARINE CORPS RECRUITING COMMAND (MCRC)

Working with the Marine Corps, Management Concepts used technology and innovation to fuel course design and solve real-world problems in the workplace. The project included:

- 14 courses designed and developed after performing an in-depth needs assessment and job analysis which involved interviewing employees, touring job sites, and shadowing current employees
- Intensive collaboration during design phase to ensure out-of-the-box, innovative activities and solutions for instructor-led training
- Realistic and immersive scenarios using mobile device gamification techniques
- Creation of unique job aids, such as a keyboard overlay for a non-standard keyboard



MEDSTAR HEALTH SIMULATION TRAINING & EDUCATION LAB (SiTEL)

Management Concepts provided full-time, onsite instructional design support for MedStar's Simulation Training & Education Lab (SiTEL). The primary tasks were driving the design, development, and deployment of eLearning modules and videos for MedStar's International Training Center for Bloodless Medicine and Surgery. The project included:

- Design and development of eLearning modules using Articulate Storyline and Rise, including clinical case studies
- Development of storyboards and audio/video scripts
- Subject matter expert management to create quality content
- Instructional design consultation on design and development processes and strategies