

## Instructional Design Experts

Cabezon Group provides effective, relevant curriculum development and educational support services. When new policy is created or modified, personnel need to be trained quickly and effectively. We can develop and deliver curriculum and courseware in order to meet your goals.

At Cabezon Group, we have a core competency in curriculum development for complex government programs. We recognize that a sound curriculum structure can take many paths dependent on the learner as well as the agency's goals and strategies. The customized curriculum we create results in behavioral change and measurable performance improvement, all within an organization's time and established budget.



### Our curriculum development & delivery capabilities include:

- Strategic planning
- Curriculum creation
- Mapping of competencies and behaviors
- Creation of student manuals and instructor guides
- Design and pilot courses and training materials
- Develop curriculum-focused Web sites
- Identify and recruit relevant subject matter experts and instructors
- Train instructors on course materials
- Schedule training events
- Register trainees online

## Our Principles

We approach developing curriculum by focusing on understanding the needs of the audience, including competencies, behaviors, and pathways to success. We deliver effective curriculum strategies by applying these principles:

### The right team

We employ subject matter experts and course development specialists to create effective strategies and develop relevant course content.

### Engaging, technology-enabled instruction

The best learning experiences are driven by sound teaching principles. That said, our instructional designers use technology as an enabler and we invest considerable time to ensure that we use the right technologies in the right situations and ultimately meet core objectives.

### Reinforce learning

Effective course curriculum must be created and organized to maximize learner retention. Our curriculum includes exercises, quizzes and scenarios, which help reinforce course material. We also drive learner retention via several pedagogical approaches.

### Improve performance

In order to determine if training is effective, we embed performance metrics, including completion, scoring and feedback capture. This can be done transparently or it can be done by actively requesting information from the learner.

