

Week Two Article Review for

How to Implement an Agile eLearning Course Development Process

Richard B. Goldsmith

Trevecca Nazarene University

How to Implement an Agile eLearning Course Development Process

The article "How to Implement an Agile eLearning Course Development Process" was written by Tarasekhar Padhy and published online by Training Industry in 2021. This writing presents an overview of the challenges and application of four Agile principles to meet the current demands on eLearning development. An Agile approach to course design can offer essential adaptive, iterative, and responsive features. Further, Agile can meet eLearning development teams experiencing a faster development cycle, which traditional Waterfall methods cannot sustain.

The topic of implementing an Agile eLearning course development process is directly related to our assigned readings for week two. For instance, the LinkedIn Learning video tutorial on Agile Instructional Design (Sites, 2016) and lecture by Professor Tabernik (Tabernik, 2023) presented information regarding the Agile approach as it aligns with eLearning course development. However, our course materials went into greater depth than the article by Padhy (2021). On a positive note, the *How to Implement an Agile eLearning Course Development Process* piece is timely as it examines several challenges that organizations must consider, such as legacy processes, lack of awareness, and complexity (Padhy, 2021). Perceived issues of undertaking an Agile approach are not because Agile is complex but more a result of "...altering the way an organization or an eLearning course development team has been functioning is complicated" (Padhy, 2021). Finally, the article offers three to four specific strategies for dealing with each challenge, which will prove practical to students in our class.

Additional key points in the article examine the application of four principles of Agile, which are important to the topic of course development. First, Agile is about placing "individuals and interactions over processes and tools" (Padhy, 2021), which leads to collaboration between course team members and their clients. Next, the Agile method focuses on "working software over comprehensive documentation" (Padhy, 2021), using an eLearning course to fill performance gaps. Third, "Customer Collaboration Over Contract Negotiation" (Padhy, 2021) is emphasized with Agile by incorporating learners into the iterative design and development processes (Sites, 2016). Fourth, incorporating ongoing review recycles and substantive feedback highlight the Agile principle of "Responding to Change Over Following a Plan" (Padhy, 2021). Finally, the author summarizes the advantages of implementing these four Agile principles in eLearning development with several benefits, "...including proper allocation of resources and less wasted time and money, more impactful eLearning courses, and increased customer/learner satisfaction" (Padhy, 2021).

The article by Tarasekhar Padhy is entitled "How to Implement an Agile eLearning Course Development Process," which prompts the reader to prepare to learn how to execute and manage Agile during course development. However, an analysis of the article's word count shows that almost two-thirds of the piece is focused on challenges in adopting Agile and strategies for overcoming these matters, and only one-third is dedicated to applying Agile principles to course development. The article does provide significant details and insights regarding the problems that must be considered in adopting Agile. Nonetheless, this stance by the author detracts from the substance that a reader would assume from the article's title. From a reader's perspective, the lengthy overview of difficulties in implementing Agile was counterproductive. Further, some suggested strategies lacked sufficient detail or were

inadequate, such as "Crunch the numbers and identify what would improve based on the suggested changes" or "Not all processes need to be Agile, making a process Agile if it does not need to be can lead to disaster" (Padhy, 2021). Finally, a more effective and engaging approach would allocate adequate details, sufficient depth, and substance to the topic of Agile and eLearning course development.

References

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