



**Team  
Winner**  
2023

# Marine Corps Center for Learning & Faculty Development

**The Marine Corps Center for Learning and Faculty Development (MCCLFD) is tasked with training and developing the most lethal human beings on the planet.**

## THE CHALLENGE

Our Marines dedicate their lives to defending this nation. The roles they occupy in carrying out this mission are varied, complex, and more challenging than most outside of their organization will ever comprehend. Given this reality, their training must be unparalleled in excellence, efficiency, and efficacy. Nothing less will do.

The team had a system of developing and deploying training that was thorough and efficient, built on traditional methods of instruction that have been in place throughout the military for decades. But they realized that this approach wasn't prioritizing the most important factor in learning—the students' ability to engage and attend to the lessons. MCCLFD realized they had to modernize their training approach so that learning could happen faster, better, and be 100% responsive to conditions Marines must deal with in difficult—at times life-threatening—situations.

## THE SOLUTION

Traditionally, Marine Corps job training schools (known as Formal Schools) employ subject matter experts who have historically relied on pre-programmed lectures before transitioning students to some sort of practical application, or hands-on training. In the new Instructor-Led, Participant-Centered approach, lecture is minimized, application is immediate, and the student's experience is central to the design. This ensures maximum participation and a higher quality learning experience for all.

**"Participation in The Bob Pike Instructional Systems Design Workshop identified that our use of the ADDIE learning design model had been made overly cumbersome."**

—MCCLFD





Formal School Instructors now routinely incorporate the ILPC strategies learned from The Bob Pike Group in their lessons. Instead of days of PowerPoint-based briefs and lectures, the team nested a few key topics into dozens of activities and experiences that vividly demonstrated how effective these new tools would be in the hands of their staff and faculty. They also taught elements of Results-Based Design methodology to curriculum developers, challenging them to streamline content to Need to Know elements with maximum opportunities for participation and engagement for learners.

## THE RESULTS

This massive training redesign reflects a paradigm shift to more interactive, problem-oriented approaches to learning. Today's training meets—and is beginning to exceed—objectives set by the Fleet Marine Force (receiving a basically trained Marine). And it lays the groundwork for continued development of critical, creative thinkers, problem-solvers, and lifelong learners amongst the most junior ranks in the Marine Corps.



### Multi-Year Redesign in Under 6 Months

The Curriculum Developer Course reimagined as the Design Learning Experiences Course.



### Reduction in Lecture

MCCLFD Design Learning Experiences Course reduced lecture-based teaching by almost 20 hours per iteration; a 90% reduction



### Cost Savings

Reduced Formal School Managers Course (FSMC) course length from 5 days to 3 days resulting in over \$200,000 cost avoidance.

