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LMS e-Learning Implementation Podcast Transcript #22 *Guy Wallace and T and D Systems View*

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Mary Kay Lofurno: Welcome to the next edition of the SyberWorks e-Learning Podcast Series. I am Mary Kay Lofurno, Marketing Director for SyberWorks, Incorporated, and your host today. SyberWorks specializes in custom e-learning solutions, learning management systems, and custom online training development for corporations, governments and non-profits.

Today we will welcome back Guy Wallace, a certified performance technologist and the president of EPPIC Incorporated and a vice-president of curriculum architecture for a major national bank located in North Carolina. We will discuss his e-book, "T and D Systems View."

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Mary Kay: And now let's begin our interview with Guy Wallace president of EPPIC Incorporated. Good afternoon, Guy, it's great to have you back with us today. How have you been?

Guy Wallace: Very well, thank you. It's great to be back.

Mary Kay: Guy, for some people who may be listening to the SyberWorks e-Learning Podcast Series for the first time, why don't you tell us about yourself and what you do?

Guy: Sure. I've been in the instructional design profession since 1979, starting at Wickes Lumber in Saginaw, Michigan, as a program developer for two years. Then I moved to the Strago suburbs and was at Motorola as a training projects supervisor for another two years.

In 1982 I joined a consulting firm where I became a partner, and I was the practice leader for instructional systems design, which included doing the analysis, development, and design of blended instructional content. We also did my specialty, curriculum architecture design.

I was also involved in the redesign of several of my clients' internal instructional systems design processes, to help them embrace some of the methods that my firm used and that they were considering best practices and wanted to incorporate into their own worlds.

I did that kind of work as a consultant in three firms for 26 years, and then earlier this year, in 2008, I joined a bank as the vice-president of curriculum architecture.

Mary Kay: OK, that sounds great. So you wrote an e-book called "T and D Systems View." What was your motivation for writing that book? Obviously, it's about training and development, right?

Guy: Yes. My intent was to share what I and about a half-dozen clients had been learning in real world projects over a 20-year span. In fact, an earlier version of the model that's used in the book and on the cover was used in an ISPI presentation back in the late 1980s.

Mary Kay: OK. What audience does the "T and D Systems View" e-book serve?

Guy: It's really for managers of a learning or training or knowledge management function, management from top to bottom. It gives them a shared visual model and a shared mental model for use, first as an assessment tool and then

later as a design tool. A design tool in that it can help you document some of your design criteria for developing your organizational processes and systems, etcetera.

Mary Kay: OK. Yes, that makes sense. Guy, can you tell me, what are the three most important concepts that you'd like our readers to take away from this e-book?

Guy: Sure. First, that managing a learning or a training or a knowledge management function from a systems and process perspective is entirely possible. Two, that after reviewing your specific situation through the process lens that the book provides, you should adapt the model and the tools in the book to match your real world before you do any real application for analysis and design purposes. Three, the book "T and D Systems View" provides both an analytic tool and a design tool and is intended to marry the two efforts together.

Mary Kay: OK. Hey, that sounds great. I know you have to go, so thanks for joining us today.

Guy: You're welcome. Thank you.

Mary Kay: Guy's "T and D Systems View" e-book and the accompanying podcast series can be downloaded for free on his website www.eppic.biz.

Thanks for listening today to our podcast with Guy Wallace about his "T and D Systems View" e-book on the SyberWorks e-Learning Podcast Series.

Have a great day!

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