

## Reaction Paper

When I think of my role as an instructional designer, I never thought the concepts from Human Resource Development (HRD) would fit into my daily routine. I began this class expecting to gain some insight into developing training sessions for faculty, but I have been pleasantly surprised how well the concepts I learned translate to credit course design.

Basic theories of learning and individual learning models were the most interesting concepts to learn. Andragogy was particularly interesting. I work for a community college and our target students are adult learners, however the term pedagogy and pedagogical theories are utilized regularly in course design. As an institute of higher education our course design should be based on andragogical learning theories. I teach an Introduction to Computers online course every semester. Now that I have learned about andragogy and individual learning theories, I am redesigning my spring course to incorporate these theories and models.

Transformational learning was particularly interesting to research. This course has been transformational for me. I began this program to strengthen my skills and position as an instructional designer. As I have learned more about talent development and HDR, I realize that I want to pursue a new career path in talent development. I enjoy teaching people new concepts and seeing them transform because of what they have learned. As an instructional designer I do not get to see the result of what I have created. As an HRD professional I will be able to put transformational learning models into practice and see how the employees change and share their change with others in their departments.

Another concept that interests me is the virtual organization. I worked for a housekeeping company that could easily transform to a virtual organization. They are based in the DFW metroplex, but the owners of the company are based out of Ireland. The owners perform business

operations from Ireland while office staff perform the daily operations of sales, customer service, and HR functions. The office served as a hub for scheduling, applicant interviews, and payroll distribution. All sales and customer service were handled via telephone. This business was established in 1985, before many businesses were computerized and automated. This business model could easily be transformed to a completely virtual operation. The pandemic has forced them to rethink their organizational structure. Operations came to a complete stop for nine months and they have had to rebuild the business. A reorganization to be fully virtual would require a lot of training and development to learn the various software programs and platforms required to operate in this manner. This would be a great project to gain experience in developing a training program for a transformation to a virtual organization.

Through this course I have learned the importance of HRD and talent development in an organization. My parents grew up in a generation that valued loyalty to an organization and longevity of your employment. They each retired from organizations with over 30 years of service. Many of my colleagues are continually looking for their next position. If they work for an organization for five years, they feel that have been there too long. A well developed talent development program is a great incentive for people to remain with an organization. It shows that the organization cares about the individual and seeing them improve and advance. This can have a negative impact on the organization too. Many employees will take advantage of the development opportunities at an organization and then leave that organization. The benefit of investing in the development of an employee is worth the risk of them potentially leaving. Those that stay can contribute more to the organization.

In conclusion, I have learned a lot that can be used in my current role and possible future roles as an HRD professional. I look forward to incorporating andragogy and individual learning

theories into future course design projects. This course has sparked my interest in the fields of HRD and talent development and I look forward to moving my career in that direction.