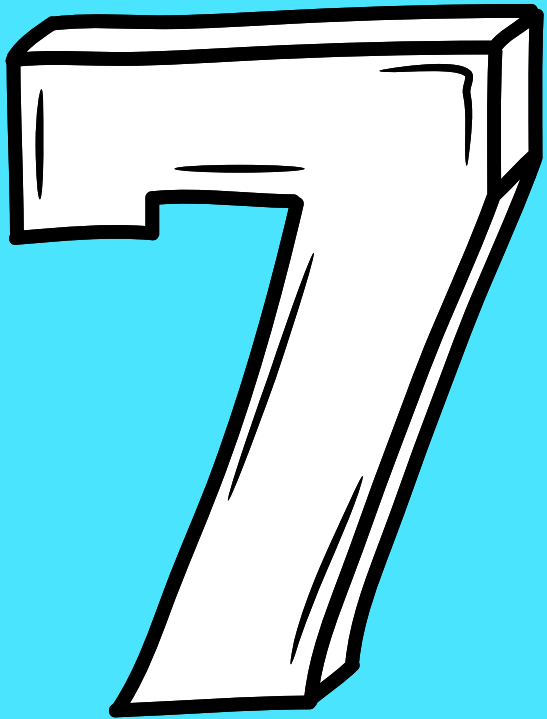




AI INNOVATION LOUNGE



THEORIES & APPROACHES

TO USE WITH CHATGPT FOR

LEARNING & DEVELOPMENT





1 TRANSFORMATIVE LEARNING

What it is

Learners critically assess their own beliefs and experiences, undergoing a significant change in their way of thinking. It's characterized by "aha" moments that lead to altered behaviors and attitudes.

How ChatGPT can use it

- Present challenging scenarios & dilemmas
- Facilitate deep reflection
- Present different view points
- Stimulate critical thinking



EXAMPLE



Present me with a complex, nuanced scenario related to ethical decision-making within the tech industry. The scenario should involve multiple stakeholders, potential long-term consequences, and a dilemma where the 'right' answer isn't clear-cut. I'm looking to explore the tensions between technological innovation, user privacy, social impact, and corporate responsibility. The objective is to deepen my understanding of ethical leadership by reflecting on and navigating through this challenging situation.



Scenario Title: "Algorithmic Dilemma: Surveillance versus Public Safety"



Background:

SafeNet Tech, a leading tech firm, has developed an advanced Artificial Intelligence (AI) algorithm named "Guardian". Guardian can analyze live surveillance camera footage from public spaces to predict and prevent criminal activities in real-time. The software uses facial recognition, behavior analysis, and a comprehensive database of criminal records to function effectively. While it has the potential to significantly reduce crime rates, concerns regarding user privacy, misuse of technology, racial bias in AI, and data security arise.

Stakeholders:

1. **SafeNet Tech:** Wants to maximize profit, uphold a good reputation, and contribute positively to society.
2. **General Public:** Desires safety but is also concerned about privacy and surveillance overreach.
3. **Government & Law Enforcement Agencies:** Interested in using the technology to enhance public safety but need to address public concerns and legal compliance.
4. **Civil Rights & Privacy Advocacy Groups:** Concerned about privacy, surveillance ethics, and potential racial bias in the algorithm.

Dilemma:

SafeNet Tech receives an offer from a government agency to deploy Guardian nationwide. The deal is lucrative but raises several ethical concerns. Implementation would mean a dramatic increase in public surveillance, potential privacy violations, and the risk of algorithmic discrimination due to biases in the AI. Refusing the deal might lead to a competitor taking it, potentially with a less ethical approach.

Key Ethical Tensions:

1. **Public Safety vs. Privacy:** Guardian promises enhanced safety, but at the cost of per

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2 EXPERIENTIAL LEARNING

What it is

We learn best by doing. It can help connect theories and knowledge learned in training and self-directed learning to real-world situations.

How ChatGPT can use it

- Present realistic scenarios & simulations
- Help learners practice decision-making
- Show consequences in safe environment



3

PROJECT-BASED LEARNING

What it is

Learning and applying knowledge and skills through an authentic project that includes real-world problems and challenges.



How ChatGPT can use it

- Plan and structure projects
- Suggest timelines, goals, and resources
- Develop realistic project briefs
- Analyze project outcomes

EXAMPLE



I am an instructional designer looking for a project brief to create a fictitious learning experience for my portfolio.

Please create a project brief that I can use as a foundation for my design project. Provide all necessary information I need from the fictitious client.

Please include the following:

_1. **Project Overview**:

- a. **Title**: Propose a compelling title for the project.
- b. **Client Overview**: Provide an overview of the client organization and their specific business needs and goals for this project.
- b. **Purpose**: Define the main goal and objectives of the project. Be specific.
- c. **Scope**: Explain the extent and boundaries of the project, including the target audience, content areas.

_2. **Target Audience Analysis**:

- a. **Demographics**: Describe the characteristics of the target audience, such as age, education level, and occupation.
- b. **Needs and Preferences**: Identify the specific needs, preferences, and potential challenges of the target audience. Avoid unfounded factors like learning styles.

_3. **Content**:

- a. **Subject Matter**: Detail the key content areas to be covered in the project.
- (Note: Alignment with standards and specific learning objectives are to be determined by the instructional designer)

_4. **Design Considerations from the Client Perspective**:

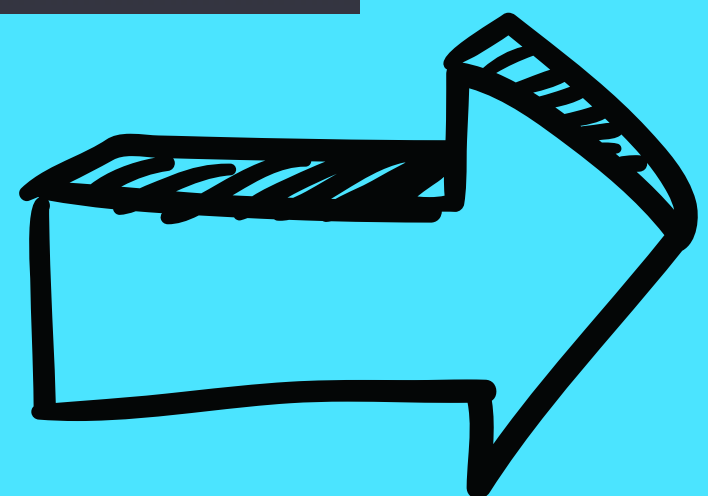
- a. **Technology Needs**: Describe the technology tools or platforms that the client expects to be utilized.
- b. **Assessment Requirements**: Define the client's expectations for how learner progress and achievement will be assessed.
- c. **Budget Considerations**: Provide an overview of the budget or financial constraints that may impact the project's design and implementation.

_5. **Implementation Plan**:

- a. **Deployment Strategy**: Outline the expected schedule for the project, including key milestones, deadlines, and available resources.




_6. **Potential Challenges**:

- a. **Challenges**: Identify potential challenges that might arise during the project.



EXAMPLE



Certainly! Here's a project brief that you can use as a foundation for your instructional design project:   

1. Project Overview:

- a. **Title:** "Empowering Tomorrow's Farmers: A Sustainable Agriculture Training Program"
- b. **Client Overview:** GreenTech AgriCorp, a leading agricultural technology firm, is focused on enabling farmers to adopt sustainable farming methods. They aim to enhance productivity and environmental stewardship. This project aims to educate and train farmers in rural areas on modern, eco-friendly farming practices.
- c. **Purpose:** The main goal is to provide farmers with the knowledge and skills needed to transition from traditional to sustainable farming methods. Objectives include increasing awareness of sustainable practices, improving decision-making, and promoting eco-friendly farming technology.
- d. **Scope:** Targeting rural farmers aged 25-60, the project will cover sustainable agriculture principles, tools, techniques, and practical applications.

2. Target Audience Analysis:

- a. **Demographics:** Rural farmers, predominantly aged 25-60, with varying education levels ranging from no formal education to secondary school. Occupations include small-scale farming and agricultural labor.
- b. **Needs and Preferences:** The target audience requires practical, hands-on learning experiences with simple language and visuals. Challenges may include limited access to technology and resistance to changing traditional practices.

3. Content:

- a. **Subject Matter:** Key content areas include soil management, water conservation, crop rotation, integrated pest management, usage of organic fertilizers, and leveraging farming technology.

4. Design Considerations from the Client Perspective:

- a. **Technology Needs:** The client expects a blend of in-person workshops and online modules accessible via mobile devices.
- b. **Assessment Requirements:** Learner progress should be assessed through quizzes, practical demonstrations, and a final certification test.
- c. **Budget Considerations:** The project must remain within a budget of \$100,000, including content development, delivery, and assessment.

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4 ACTION LEARNING



What it is

Collective group wisdom - A group of learners collaboratively addresses a real challenge and reflects on the learning process and results.

How ChatGPT can use it

- Design environment where learners can brainstorm, plan, and reflect together
- Facilitate reflection
- Document the group's process and ideas



5

BEHAVIORISM

What it is

Focuses on observable behaviors, emphasizing the role of environmental stimuli (like feedback and incentives) as behavior influencers.

How ChatGPT can use it

- Provide instant feedback
- Give reinforcement to learners
- Recommend incentives to use



PROMPT TO TRY:

“

I need to develop an incentive plan to encourage positive behaviors and high performance within our customer service team.

The plan should motivate the team to improve customer satisfaction, enhance collaboration among team members, and contribute positively to our organizational culture.

Help me brainstorm and design this incentive system. Start by asking me questions one at a time to gather relevant information. Wait for my response to each question. Use my information to craft an incentive plan tailored to our specific needs and context.

”



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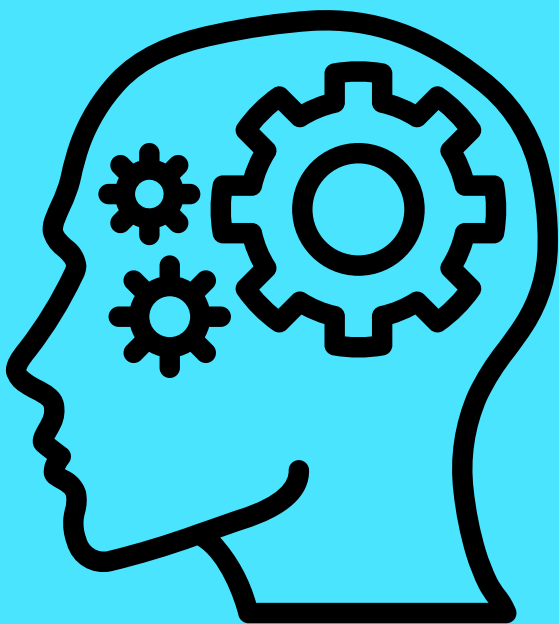
COGNITIVISM

What it is

A focus on the inner workings of the human mind (how we process, organize, and store information). It emphasizes the role of mental processes like perception, memory, and problem-solving in learning.

How ChatGPT can use it

- Create a structured learning environment
- Support efficient information processing and retrieval





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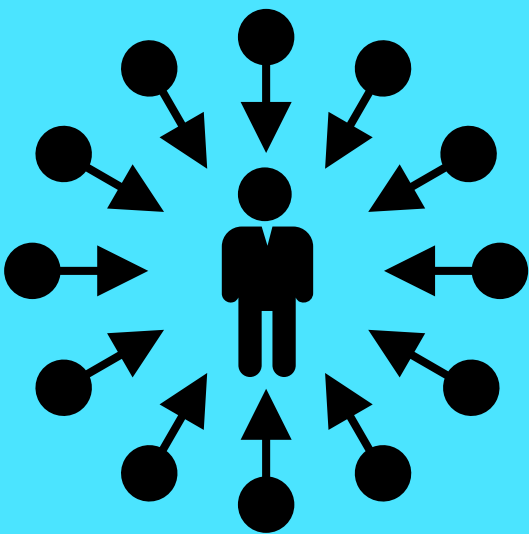
HUMANISTIC

What it is

Learning is seen as a personal act to fulfill one's potential. It emphasizes self-actualization, intrinsic motivation, and the importance of a supportive and encouraging learning environment.

How ChatGPT can use it

- Provide a learner-centered experience
- Adapt to preferences and pace
- Create pathways that align with each learner's aspirations and interests





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helpful, save to
access later**