

LMS e-Learning Implementation Podcast Transcript #25 *Steve Pena talks about his recent article Ten Instructional Design Tips for e-Learning Development.*

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Mary Kay Lofurno: Welcome to the next edition of SyberWorks [e-Learning Podcast Series](#). My name is Mary Kay Lofurno and I'm the Marketing Director here at [SyberWorks](#) and your host today. SyberWorks specializes in custom e-learning solutions, [learning management systems](#) and custom e-learning development for corporations, governments and non-profits.

In this edition we are going to be [talking with Steve Pena](#), Senior Instructional Designer and Implementation Consultant here at [SyberWorks](#). He recently wrote an article called, "[Ten Instructional Design Tips for e-Learning Development](#)", and I thought we would talk with him about it and see if he could give us a few tips on the subject.

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Mary Kay: Hey Steve! Wow, this is your first ever interview on the [SyberWorks e-Learning Podcast Series](#). It's great to have you!

Steve Pena: Great to be here, Mary Kay! How are you?

Mary Kay: I'm doing great. All right, let's get to it. I know you recently wrote an article, "[Ten Instructional Design Tips for e-Learning Development](#)". Without getting too much into your article, because I know you want people to read it, can you mention a few instructional design tips you talked about in your article?

Steve: Well, the main message is to know your audience. Adult learners want to know why they are learning something and how it will help them on the job. This might be the most important tip in the article.

Mary Kay: That sounds good. Is there anything else you'd like to share?

Steve: Well, let me just give you a specific example of that.

Mary Kay: OK.

Steve: If a [course](#) is required for certification, make sure you tell them in the [course](#) that it is required for certification. Then follow through on learning objectives and even in the specific page instructions. Let me stop here because I really want everybody to read the article.

Mary Kay: Folks, please download Steve's article and read it because it's got a lot of good information. It's located in the [SyberWorks Media Center](#), under "e-Learning Articles". Steve, I know you're busy so I'll let you go. Thank you for joining us today.

Steve: Great. Thank you, Mary Kay.

Mary Kay: Thanks for listening to our podcast today on instructional design tips with Steve Pena, Senior Instructional Designer and Implementation Consultant at [SyberWorks](#). Have a great day!

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