

Design Document

Leading Through Change: A Practical Guide for People Managers

Project Information	
Project Title	Leading Through Change: A Practical Guide for People Managers
Project Purpose	This eLearning concept project helps people managers at Nova lead their teams through organizational change with confidence and empathy. Specifically, it focuses on navigating resistance to the adoption of AI tools in the workplace. The module demonstrates how managers can recognize emotional responses, validate concerns (including ethical ones), and apply communication strategies that foster trust during transition. This course is designed for inclusion in an instructional design portfolio and was developed using Articulate Storyline.

Roles & Responsibilities	
Instructional Designer & Developer	Gabrielle Argueta

Audience, Goals & Objectives	
Target Audience	People managers (intermediate level) at Nova who are responsible for leading teams through organizational change, particularly involving new technologies like AI.
Project Goal	After completing this course, learners will be able to apply practical leadership strategies to recognize and overcome resistance to change.
Learning Objectives	After completing this training, learners will be able to... • Recognize common emotional and ethical responses to AI-driven workplace change • Apply communication strategies to support team members during transitions • Demonstrate leadership behaviors that foster trust and engagement during change

Project Deliverables	
360° Scenario-Based eLearning Module	10-minute interactive experience featuring clickable decision points, immersive images, and knowledge checks
Downloadable Job Aid	<i>"AI Change Leadership Checklist"</i> – to guide real-life application of strategies
Sample FAQ Follow-up Email	Sample email to guide people managers on how to follow up with employees after introducing a change

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Project Details	
Immersive Scenario Approach	This module features a 3-scene immersive learning scenario built in 360° format. Learners step into the role of a people manager leading a team through the implementation of AI tools. The focus is on emotional cues, interactive decision-making, and natural language responses that build psychological safety.
Change Model	Scenarios align with the ADKAR Model of individual change management, helping learners support team members through the stages of: - Awareness - Desire - Knowledge - Ability - Reinforcement
Scene Overview	Scene 1: Learner announces the AI change and evaluates team member reactions via interactive markers Scene 2: Learner addresses resistance by choosing leadership responses to objections and ethical concerns Scene 3: Learner selects supportive next steps to reinforce trust and guide adoption of the new tools
Development Tools	Articulate Storyline 360 Canva Adobe Acrobat ChatGPT
Accessibility Level	Partial Accessibility: Includes screen reader support and captions. Does not support full keyboard navigation. A disclaimer is included for portfolio use.

Implementation & Measurement	
Implementation Plan	The module will be embedded in a web-based portfolio site as a demonstration of immersive scenario design.
Evaluation Plan	How will the training be evaluated and measured for success? - Level 1: Learner satisfaction survey (simulated) - Level 2: Pre/post knowledge checks within the course - Level 3: Scenario-based decision-making with feedback - Level 4: Not applicable (concept project)
Constraints & Risks	Portfolio context: No real implementation data No access to real SMEs; based on instructional design best practices and research