FREE L&D / TRAINER RESOURCE

CORPORATE TRAINING DESIGN CANVAS

Start with workplace performance. Then connect meaningful content, authentic tasks, and purposeful live learning.

ONE PAGE. SEVEN DECISIONS. A CLEARER LEARNING DESIGN.

Use this canvas to plan a corporate language-training session, an executive education workshop, or a professional development module.

01	**Outcome**	What should people do differently?
02	**Evidence**	What would demonstrate success?
03	**Authentic task**	What real challenge can they practise?
04	**Content**	What language or expertise supports the task?
05	**Before**	What can be prepared independently?
06	**Live**	How will participants apply and receive feedback?
07	**Transfer**	How will practice reach the workplace?

PRINTABLE WORKSHEET

Design from performance.

Programme / audience: _____ Duration: _____

1 WORKPLACE OUTCOME

After training, participants will be able to...

2 OBSERVABLE EVIDENCE

What action or output will show capability?

3 AUTHENTIC PROFESSIONAL TASK

Which realistic problem, interaction, or decision will participants work through?

4 CONTENT + LANGUAGE (CLIL)

What knowledge and communication are needed?

5 BEFORE THE SESSION (FLIPPED)

What useful preparation can happen beforehand?

6 LIVE PRACTICE (TBL)

What will participants do, create, and discuss?

7 TRANSFER + FOLLOW-UP

What workplace action and feedback come next?

WORKED EXAMPLE / BUSINESS ENGLISH

From concept to capability.

Example: a 90-minute workshop for professionals who need to handle difficult client conversations in English.

1. WORKPLACE OUTCOME

Respond to a dissatisfied client, clarify the issue, and propose a realistic next step.

2. OBSERVABLE EVIDENCE

Participant completes a short role-play using clarification, empathy, and action language.

3. AUTHENTIC TASK

Teams respond to a realistic complaint and agree on a resolution under time pressure.

4. CONTENT + LANGUAGE / CLIL

Customer-service principles + clarifying questions, polite disagreement, and solution language.

5. BEFORE / FLIPPED

Review a short client case and note two possible responses before the live session.

6. LIVE / TBL

Analyse the case, practise in pairs, switch roles, and receive focused feedback.

7. TRANSFER + FOLLOW-UP

Use one phrase in a real interaction; complete a brief reflection or manager check-in.

FACILITATOR NOTES

Make the canvas work.

Use these prompts as a quality check before you deliver your next programme.

1

Is the outcome observable?

Replace “understand negotiation” with “handle an objection and propose next steps.”

2

Is the task genuinely authentic?

Use realistic constraints, documents, decisions, and professional roles.

3

Does preparation earn its place?

Move only useful, manageable pre-work outside the live session.

4

Is live time active?

Reserve time for practice, feedback, reflection, and retrying.

5

Will the learning transfer?

Specify a workplace trigger, a follow-up action, and a way to capture evidence.

EXPLORE THE THINKING BEHIND THE FRAMEWORK

Discover CLIL + TBL + Flipped Framework and further resources for professional learning design.

simonenglishcoach.com/libri-ebook