



August 26, 2021

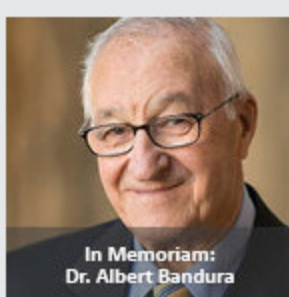
Upcoming Events

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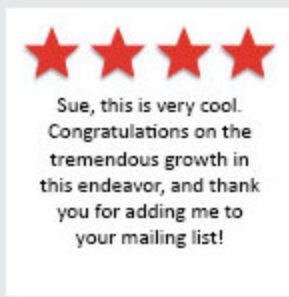
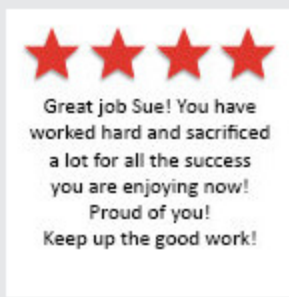


News Of Note

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June & July Reader Feedback



Seeing Nature's Brilliance As A Lesson In Continuous Improvement

Greetings *|FNAME|*,

I was hiking for a couple of hours last weekend with Paul around the lake at Lafayette Heritage Park here in Tallahassee, and stopped to marvel at the surroundings. We have six concurrent projects active for Change by Design right now, so these days it's so easy for me to stay glued in front of my computer, and lose sight of the precious natural beauty we enjoy in North Florida. From the bright blue skies above me, to the calm and collected marshlands around me, it is a blessing to live in such a beautiful place.

I'm learning a lot as our Chief Hiring Executive and ongoing cultural ambassador. Finding the right talent for the right roles takes time, several interactions, and a diligent review of their portfolio (that is, if they have one). Change by Design seeks people who:



- Love what they do. It's clear they are passionate about their skill set, and they are good \diamond no - great at it.
- Work hard. Working as a consultant or contractor requires solid work ethic, and toeing the line on performance and quality, on time and in budget.
- Demonstrate integrity and treat others with respect. Enough said on that.

Please email me back if you know someone who fits the bill, and might be a good fit, even as a part-timer. I'd love to meet the newest addition to our 20+ member roster!

Speaking of people on the Change by Design team, I'd like to introduce you to **Lead Instructional Designer Melissa Lambert**. Currently based in Houston, she is beyond amazing! She epitomizes creative thinking, and has an incredible can-do, positive approach to collaborative teamwork. Melissa attended the virtual SeriousPlay Conference in June and has written a three-part series on games for learning, that starts this month. Enjoy!

Also in this issue, you'll also see a couple of "In Memoriams" regarding two of my mentors who passed in July, **Dr. Albert Bandura** and **Dr. Bob Branson**. Please take the time to learn about each of them and their impact on me (and of course, on many others). If either made an impact on you in your work, I'd love to hear about it.

Recently I attended the annual [Greater Tallahassee Chamber of Commerce](#) conference at the Ritz Carlton in Amelia Island. In addition to spending time with incredible professionals and business owners from our community, I learned about the work being done by Chamber volunteers in early childhood learning, jobs alignment, what we can expect in the economy during and post-covid, how to build a home where university/college students want to stay, and much more. I came away with a renewed, and ever-growing respect, for the Chamber staff's vision, hard work, and dedication to positive, responsible, sustainable growth in Leon County.

Lastly, thank you so much for taking the time to provide Change by Design with feedback on the newsletter's usefulness to you. I've included two items of feedback in this month's issue and want to encourage you to rate this newsletter, if you haven't already. Whether it is hiring great people, delivering great outcomes, or making a difference in the community, walking the walk of integrated continuous improvement includes this newsletter. While we're not perfect, we learn and grow from our mistakes. And if you know someone who would benefit from receiving the newsletter, I appreciate your sending it forward to them.

Thanks for taking the time to connect.



Sue

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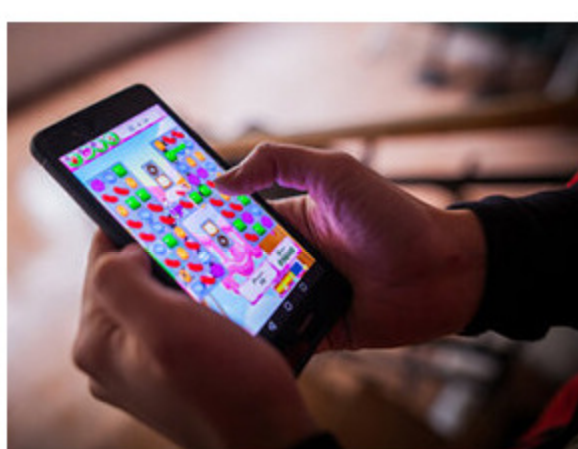
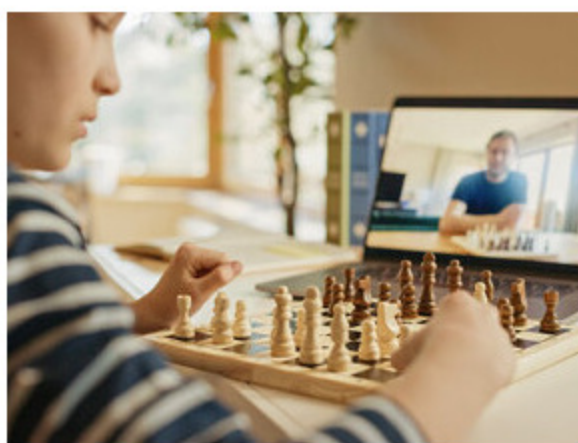
3 Things To Keep In Mind When Designing Games For Learning Part 1: Who Is Your Learner?



By: Melissa Lambert, M.S.
[Email](#) | [LinkedIn](#) | [V-Card](#)

Instructional designers often face large amounts of important content that we know is useful to our learners. But one of the key challenges in our professional practice, is how we most effectively present all of this learning material, without overwhelming the learner. Games are an incredible tool for instructional designers. They're engaging, interesting, and make you want to play, opening up the learner to real learning in an active and meaningful way. However, designing games for learning can be a difficult challenge without the right approach.

You can see the popularity of games across age, gender, and ethnicity; everyone loves to play games on their phone, computer, or gaming device. However, not everyone finds the same types of games fun. What one person finds fun, another might find boring. Take chess for example. This is a game that is highly focused on spatial...



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Change By Design has incorporated the practice of continuous improvement throughout our operations, which carries over into this publication. So we'd love to hear where we stumbled, where we hit the mark, and any other feedback you have. Please rate the newsletter on a scale of 1-4 stars, with 1 being terrible and 4 being terrific.

Rate This Month's Newsletter



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