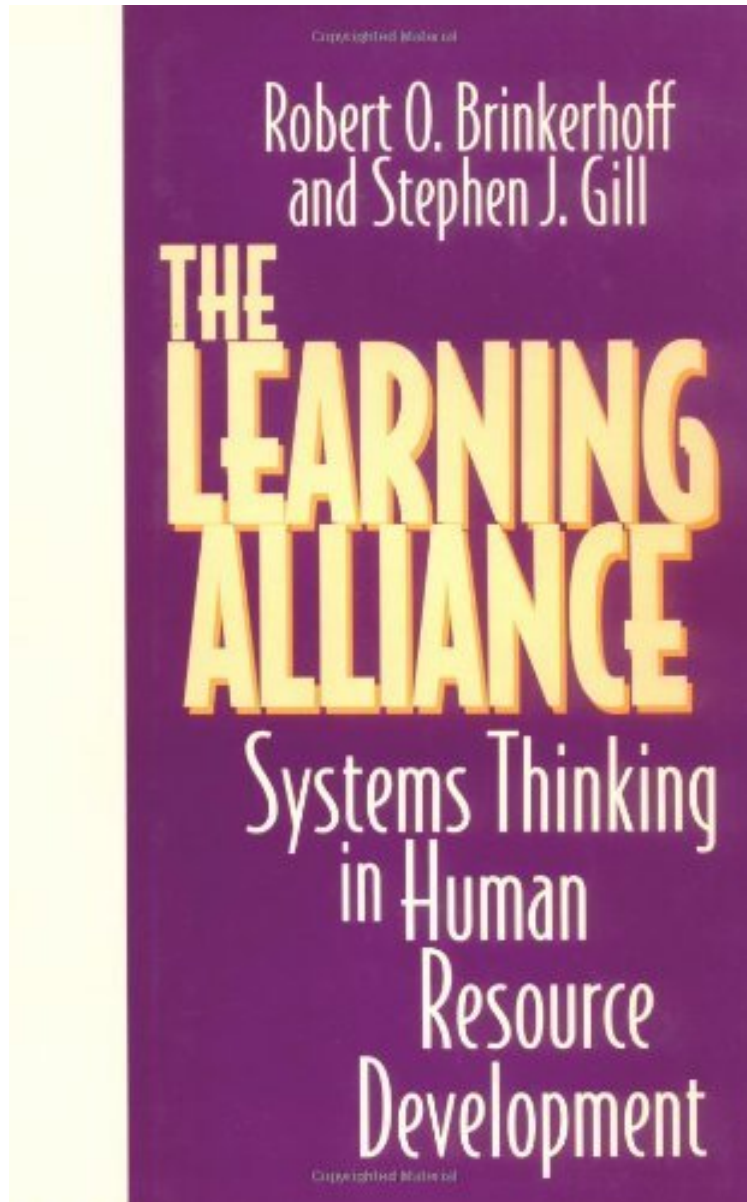


(Download) The Learning Alliance: Systems Thinking in Human Resource Development

The Learning Alliance: Systems Thinking in Human Resource Development

Robert O. Brinkerhoff, Stephen J. Gill
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Robert O. Brinkerhoff, Stephen J. Gill : The Learning Alliance: Systems Thinking in Human Resource Development before purchasing it in order to gage whether or not it would be worth my time, and all praised The Learning Alliance: Systems Thinking in Human Resource Development:

5 of 6 people found the following review helpful. A must-read for people who lead training activities.By A CustomerA

must-read for anyone who leads training activities in the organization. Based on the idea of systems thinking--that there is an interdependency among parts within a system--the authors criticize Training Departments for isolating their activities from their business partners. The Impact Map is an excellent tool for ensuring that training activities are aligned with business strategy and helps internal and external training consultants provide training solutions that add value. A quick read with provocative themes.² of 4 people found the following review helpful. Impressive and concise guide for the future of training

By A Customer
As someone new to the field of "training" I found this book to be an excellent reference guide. It may be short, but it certainly is "sweet." If you're concerned with making sure the training events you offer in your company add value to the organization then I'd highly recommend Dr. Brinkerhoff's and Mr. Gill's work.

Through numerous examples, this guide illustrates how you and your managers can work together to combine and implement systems technology with just-in-time and just-enough-learning strategies. Step-by-step guidance and hands-on tools help you to:

- * Implement each stage of the training process?from goal setting to follow-up and maintenance *
- Produce and sustain measurable, consistently effective results

Plus, you'll get a comprehensive checklist for conducting an organizational training audit and getting started. Use this guide to get your organization's systems on track today!

"A very useful and helpful book. Particularly valuable in highlighting how training can and should be related to organizational and business goals." (Leonard Nadler, professor emeritus, The George Washington University) "The essential message of this book that training has value only when it impacts performance is key to U.S. businesses competing in the new economic world order." (Dr. Geary Rummler, The Rummler-Brache Group)

From the Inside Flap
In *The Learning Alliance*, authors Robert O. Brinkerhoff and Stephen J. Gill show how managers, supervisors, trainees, and training professionals can collaborate to systematically manage the process of learning and behavior change and consistently deliver the cost-effective results needed to build and sustain an organization's competitive advantage. They provide the guidance and tools necessary to forge and facilitate critical alliances between the employee being trained and the other key players in the learning process. Through numerous examples, illustrates how trainers and managers can work together to combine and implement systems technology with just-in-time and just-enough learning strategies that produce and sustain measurable, consistently effective results. Provides step-by-step guidance and hands-on tools for implementing each stage of the process from goal setting to follow-up and maintenance and includes a comprehensive checklist for conducting an organizational training audit and getting started.

The authors' practical four-phase method shows how to design and implement training as an integrated system; strategically linked to business goals, customer needs, the total organization system, and continuous improvement. To help training leaders navigate this complex process, the authors detail how to use the "impact map": an adaptable, easy-to-use graphic tool that identifies all stakeholders who will be involved in the learning process; employees, supervisors, managers, trainers; and clarifies roles to ensure that the right people receive the training and support they need to achieve specified key goals.

From the Back Cover
Through numerous examples, illustrates how trainers and managers can work together to combine and implement systems technology with just-in-time and just-enough learning strategies that produce and sustain measurable, consistently effective results. Provides step-by-step guidance and hands-on tools for implementing each stage of the process; from goal setting to follow-up and maintenance; and includes a comprehensive checklist for conducting an organizational training audit and getting started.