Performance Focused Smile Sheets A Radical Rethinking Of A Dangerous Art Form

Your Periodic Table of Learning Elements Engaging, effective training programs are a mixture of science and art, requiring the right balance of adult learning theory, available technology, intuitive tools, proven practices, creativity, and risk. How does a trainer find the right combination and proportion of these elements? How does a trainer know what's possible? To answer these questions, Brian Washburn offers a simple yet elegant periodic table of learning elements modeled on the original periodic table of chemical properties. Washburn's elements—which are organized into solids, liquids, gases, radioactive, and interactive categories similar to their chemical cousins—are metaphors for the tools and strategies of the field of learning design; when they're combined, and under certain conditions, they have the potential to create amazing learning experiences for participants. They are that impactful. From critical gas-like elements like the air we breathe, present in every training room (think instructional design or visual design), to radioactive elements, powerful and dangerous yet commonly used (think PowerPoint), Washburn guides you through the pitfalls and choices you confront in creating engaging learning experiences. A well-designed training program can be world-changing, he argues, and if you believe in your craft as a learning professional, you can do this too. Whether you're an experienced learning designer or new to the field, this book inspires with new ideas and ways to organize the design of your learning programs. With stories from Washburn's professional experience, the book includes a hands-on glossary of definitions and descriptions for more than 50 of his elements.

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Praise for Developing Talentfor Organizational Results "Elaine Biech brings together some of the 'royalty' of Americancorporations and asks them to share their wisdom in increasingorganizational effectiveness. In 46 information-filled chapters,these 'learning providers' don't just sit on their conceptualthrones; they offer practical advice for achieving company goalsand the tools to make it happen."—Marshall Goldsmith,million-selling author of the New York Times bestsellers, MOJO andWhat Got You Here Won't Get You There "Recruiting, developing, inspiring, engaging, and retaining yourtalent are critical to the growth and success of all organizations.Developing Talent for Organizational Results is a rich resourcethat can help you cultivate your most precious resource."—TonyBingham, CEO & President ASTD and Co-author of The New SocialLearning "Hiring and developing talent is the area that I am mostpassionate about. . . . Developing Talent for OrganizationalResults covers all the important topics, uses multiple experts, andsupports learning with ready-to-use tools to develop talent in yourcompany. It is like having a million-dollar consultant sitting onyour book shelf!"—Mindy Meads, former CO-CEO Aéropostaleand former CEO/ President Lands' End The best companies win with highly talented, highly committedemployees—hiring and developing the best talent is essential.In Developing Talent for Organizational Results, Elaine Biechbrings together the work of many of the most renowned learningproviders in the world—all of them members of ISA: TheAssociation of Learning Providers. Filled with a treasure-trove of consulting advice from The KenBlanchard Companies, DDI, Forum, Herrmann International, Bev Kaye,Jack Zenger, and others, this book delivers the answers you want toimprove leadership, management, and communication skills; addresstraining, learning, and engagement issues; and shape the cultureand care for your customers to achieve desired results.
Better Learning Solutions Through Better Learning Experiences When training and development initiatives treat learning as something that occurs as a one-time event, the learner and the business suffer. Using design thinking can help talent development professionals ensure learning sticks to drive improved performance. Design Thinking for Training and Development offers a primer on design thinking, a human-centered process and problem-solving methodology that focuses on involving users of a solution in its design. For effective design thinking, talent development professionals need to go beyond the UX, the user experience, and incorporate the LX, the learner experience. In this how-to guide for applying design thinking tools and techniques, Sharon Boller and Laura Fletcher share how they adapted the traditional design thinking process for training and development projects. Their process involves steps to: • Get perspective. • Refine the problem. • Ideate and prototype. • Iterate (develop, test, pilot, and refine). • Implement. Design thinking is about balancing the three forces on training and development programs: learner wants and needs, business needs, and constraints. Learn how to get buy-in from skeptical stakeholders. Discover why taking requests for training, gathering the perspective of stakeholders and learners, and crafting problem statements will uncover the true issue at hand. Two in-depth case studies show how the authors made design thinking work. Job aids and tools featured in this book include: • a strategy blueprint to uncover what a stakeholder is trying to solve • an empathy map to capture the learner’s thoughts, actions, motivators, and challenges • an experience map to better understand how the learner performs. With its hands-on, use-it-today approach, this book will get you started on your own journey to applying design thinking.
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Companies in today?s market are continually looking for techniques that will enhance and improve their overall performance. The rise of data analytics in recent years has changed the way managers are viewing performance methods within an organization. Innovative strategies in developing organizational execution are becoming more accessible; however, there remains a lack of research on performance improvement methods through scientific analysis. Cases on Performance Improvement Innovation is a collection of innovative research that illustrates many applications of performance improvement based on analysis, selection of strategy, monitoring, and evaluating results to accomplish organizational change through people, processes, and organizations. While highlighting topics including intervention analysis, organizational development, and human performance technology, this book is ideally designed for students, researchers, executives, managers, practitioners, educators, and academicians seeking current research on contemporary innovations in organizational performance.
A starter kit for librarians new to instruction, this resource will be useful for training coordinators as well as for self-training.
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Trying to make sense of the horrors of World War II, Death relates the story of Liesel--a young German girl whose book-stealing and story-telling talents help sustain her family and the Jewish man they are hiding, as well as their neighbors.
Shows hows how to build interactive, fun, and effective online learning programs for any objective or setting. The “father of e-learning” offers his insight on what makes good elearning, particularly from the viewpoints of motivation and interactivity. Features many little history lessons on eLearning and an overhauled overview of technology. Includes many examples of good (and not so good) e-learning projects as well as tools and tips to help implement the strategies, guidelines, and techniques in the book. Major

updates include new coverage of: Informal/social learning vs. formal/individualized learning vs. traditional Learner interface Gamification Mobile learning The Serious e-Learning Manifesto SAM Using individualization for on-going evaluation Evolving tools to assist design and development All new examples to illustrate concepts References updated with newer studies.

Simplified Chinese edition of Angry Arthur

Your Fix-It Guide to Training When you need to repair an appliance on the fritz, you can consult the instruction manual. But if you're stuck when designing or facilitating training, what resource can you turn to for solutions to your problem? Part troubleshooting guide, part introduction to training design and delivery, Troubleshooting for Trainers delivers in-the-moment fixes and longer-term solutions for common challenges at every stage of the learning and development process. Pull it out when you're in a predicament, flip to the related challenge listed in the table of contents, and find some immediate relief. Better yet, use it to discover tips and strategies that will help you proactively avoid the crises new trainers face. Covering more than 40 challenges, the book offers solutions for when: • you feel a lack of personal and professional credibility • training isn't well regarded • you don't have enough resources • you have minimal learning design expertise • you're uncertain about measurement and reporting metrics • live training surprises throw you for a loop • you encounter challenging participants. Perfect for the busy trainer, each chapter briefly describes a challenge for trainers, offers a series of solutions for overcoming it, and includes some resources to go deeper about the topic. Job aids and sample worksheets accompany the solutions. "If only I knew this when I was starting out." Experienced trainers often express this sentiment later in their careers. Why wait? The next time you're at a training impasse, troubleshoot your way out.

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