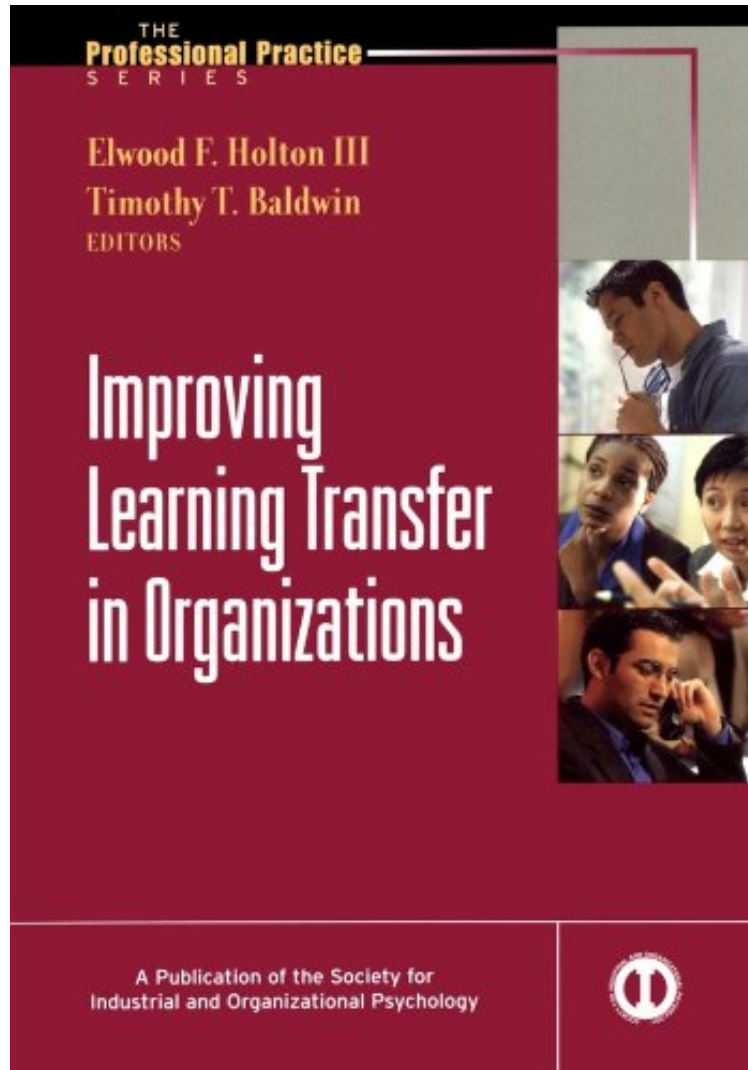


[Free read ebook] Improving Learning Transfer in Organizations (J-B SIOP Professional Practice Series)

Improving Learning Transfer in Organizations (J-B SIOP Professional Practice Series)

Elwood F. Holton, Timothy T. Baldwin
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Elwood F. Holton, Timothy T. Baldwin : Improving Learning Transfer in Organizations (J-B SIOP Professional Practice Series) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Improving Learning Transfer in Organizations (J-B SIOP Professional Practice Series):

Improving Learning Transfer in Organizations features contributions from leading experts in the field learning transfer, and offers the most current information, ideas, and theories on the topic and aptly illustrates how to put

transfer systems into action. In this book, the authors move beyond explanation to intervention by contributing their most recent thinking on how best to intervene in organizational contexts to influence the transfer of learning. Written for chief learning officers, training and development practitioners, management development professionals, and human resource management practitioners, this important volume shows how to create systems that ensure employees are getting and retaining the information, skills, and knowledge necessary to accomplish tasks on the job. Improving Learning Transfer in Organizations addresses learning transfer on both the individual and organizational level. This volume shows how to diagnose learning transfer systems, create a transfer-ready profile, and assess and place employees to maximize transfer. The book includes information on how to determine what process should be followed to design an organization-specific learning transfer system intervention. The authors focus on the actual learning process and show how to use front-end analysis to avoid transfer problems. In addition, they outline the issues associated with such popular work-based learning initiatives as action learning and communities of practice, and they also present applications on learning transfer within e-learning and team training contexts.

From the Inside Flap To succeed in today's fast-paced business environment, organizations must put in place systems that help employees learn and transfer new ideas and information. While most managers recognize the inherent value in learning transfer, the successful transfer of learning is a formidable challenge for any organization. Improving Learning Transfer in Organizations features contributions from leading experts in the field of learning transfer, and offers the most current information, ideas, and theories on the topic and aptly illustrates how to put transfer systems into action. In this book, the authors move beyond explanation to intervention by contributing their most recent thinking on how best to intervene in organizational contexts to influence the transfer of learning. Written for chief learning officers, training and development practitioners, management development professionals, and human resource management practitioners, this important volume shows how to create systems that ensure employees are getting and retaining the information, skills, and knowledge necessary to accomplish tasks on the job. Improving Learning Transfer in Organizations addresses learning transfer on both the individual and organizational levels. This volume shows how to diagnose learning transfer systems, create a transfer-ready profile, and assess and place employees to maximize transfer. The book includes information on how to determine what process should be followed to design an organization-specific learning transfer system intervention. Chapters span the entire process from front-end analysis through post-training interventions. In addition, the authors outline the issues associated with such popular work-based learning initiatives as action learning and communities of practice, and they also present applications on learning transfer within e-learning and team training contexts. Improving Learning Transfer in Organizations also includes a relapse prevention tool to help employees maintain learned skills over the long haul while demonstrating how managers can create a dynamic work group climate that encourages the initial transfer and sustains learning over time.

From the Back Cover Create a Learning Transfer Environment in Your Organization Improving Learning Transfer in Organizations translates organizational science into down-to-earth terms. This important book includes guidelines, principles, and lessons learned that can shape and guide the practice of learning transfer in any organization. Improving Learning Transfer in Organizations is written by the leading experts in the field of transfer systems. Contributors to Improving Learning Transfer in Organizations Timothy T. Baldwin Reid A. Bates Mary L. Broad Lisa A. Burke Janis A. Cannon-Bowers Camden C. Danielson Erik R. Eddy J. Kevin Ford Jerry W. Gilley Erik Hoekstra Elwood F. Holton III Robert D. Marx Patricia McLagan Laura Martin Milham Sharon S. Naquin Eduardo Salas Richard A. Swanson Scott I. Tannenbaum William Wiggenhorn Lyle Yorks

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