

Wynquest Training Systems

Army-Navy-Air Force Register and Defense Times Effective Training Effective Training P. Nick Blanchard P. Nick Blanchard

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formerly published by chicago business press now published by sage effective training systems strategies and practices is unique in its integration of theory with effective and practical training applications authors p nick blanchard james w thacker and dana cosby examine the relationship between change management and training introduce the addie model as an overarching framework for the training process and consider perspectives relevant to small businesses additionally this text provides a step by step process for developing learning objectives and highlights the importance of integrating both learning and design theories in creating successful training programs the seventh edition adds new material while enhancing the ease of reading and understanding the end of each relevant chapter needs analysis design development and implementation and evaluation features an example of the process of developing an actual training program fabrics inc at the end of each chapter are discussion questions cases and exercises to enhance understanding

effective training systems strategies and practices is the first book to put training into the larger context of an organization s overall objectives and strategy the book also presents a comprehensive model of the training process guiding the reader step by step from initial needs analysis through the evaluation of a training program s effectiveness shows the relationship between training and organizational change and explores how the competencies of each discipline support the objective of the other uses a contingency approach suggesting alternative training methods and emphasizing that the best approach depends upon an organization s unique objectives and constraints addresses the training needs of both large and small organizations and provides practical examples for each type of organization and a case example introduces each chapter to motivate interest in the topic and the examples is referenced throughout the chapter

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