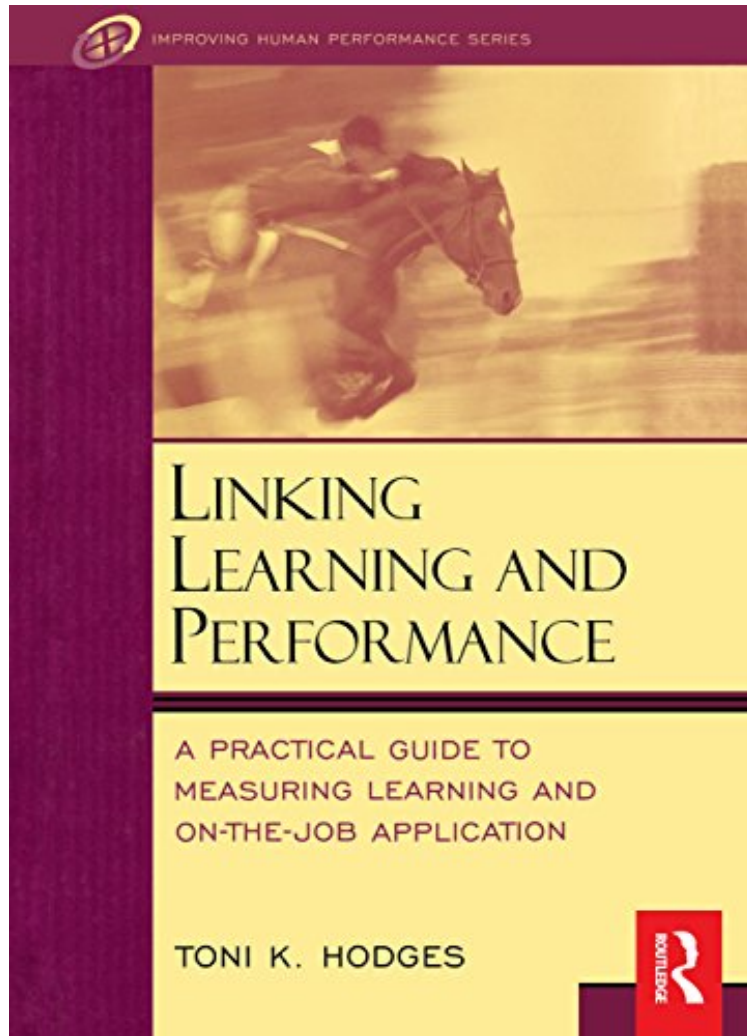


(Read free ebook) Linking Learning and Performance (Improving Human Performance)

Linking Learning and Performance (Improving Human Performance)

Toni Hodges

*ebooks / Download PDF / *ePub / DOC / audiobook*



[Download](#)

[Read Online](#)

#3424365 in eBooks 2012-07-26 2012-07-26 File Name: B008SA7QV0 | File size: 65.Mb

Toni Hodges : Linking Learning and Performance (Improving Human Performance) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Linking Learning and Performance (Improving Human Performance):

2 of 2 people found the following review helpful. Maximize learning impact! This book presents how to do. By Marcel Chirano I feel like can not speak highly enough about this book and I'm really sorry about! It is one of the best books on how to connect learning with business performance I ever seen. Starts explaining how to connect learning objectives with business' performance objectives. Explains how to develop learning objectives, design learning measures, check measures reliability and validity. Makes a clear, nice and easy to understand transition to how to analyze learning data,

presenting several techniques to collect and process data. Designs job performance measures, and explains how to collect and analyze it. The whole book contains detailed examples, and from the beginning to the end are presented three case studies: 1. technical training program, 2. sales/customer service training program, 3. leadership development program. In each chapter, after presenting new concepts, the three case studies are developed based on the new concepts introduced. This book is not only for HR specialists. A project manager has a lot of useful information and tools to include in every project and ideas on how to make her/his projects more successful by connecting them with implementing the new skills. This can create projects' sustainability and synergies inside the organization. A manager will have a better idea on how the big picture looks like, what have to plan, implement, manage and improve in order to be sure all business actions are aligned with business objectives. Any reader should have a better understanding on how to maximize resources impact by being focused on implementing the new acquired skills, and not only on acquiring new skills.

2 of 4 people found the following review helpful. A must have "how to" book for HRD practitioners
By Dr. DebToni has captured the critical conceptual and theoretical elements for effectively implementing practical training and employee performance improvement evaluation strategies. Her book should be required reading by all training evaluation specialists. It provides the fundamentals for designing, developing, and implementing valid and reliable learning assessment and performance measurement tools and methodologies. She provides easy to understand templates that can be tailored to any industry. It's comprehensive, well-thought out, and will be the standard textbook for my organization's program instruction on evaluation.

2 of 3 people found the following review helpful. Toni Hodges on evaluating learning, reviewed by Mary L. Broad
By A Customer Toni Hodges brings a wealth of practical, easy to follow guidelines to the performance improvement practitioner, on how to approach, measure, and communicate about learning outcomes in organizational settings. She brings the reader step by step through the development, implementation, analysis, and communication processes to establish a credible and useful set of evaluation tools. Always linked to the day-to-day realities of organizational goals and pressures, she provides a handbook to move the practitioner into an effective and valued role as on-the-job evaluator of performance improvement interventions.

This book provides a step-by-step approach for developing learning and performance measures and a method for analyzing and reporting results. The easy to use format serves as a quick reference featuring the necessary checklists to evaluate the situation and tools for immediate application in a number of organizational settings; sales, leadership, and technical. It will prove an invaluable resource for anyone involved in training, HRD, human resource measurement and evaluation, and performance improvement.

"Linking Learning and Performance, written in an easy conversational tone, delights the reader with many useful tools, tips, techniques, and examples. An exceptional handbook sure to answer the learning and application evaluation needs of beginner and seasoned practitioner alike. A solid contribution to measuring human capital performance on the balanced scorecard."
Gwendolyn G. Berthiez
Organizational Development Effectiveness Consultant, Raytheon Missile Systems
"Practitioners have often selected between measuring learning or job performance, seldom both. Toni Hodges' book breaks down that artificial barrier and does much to improve HRD accountability in organizations."
Ronald L. Jacobs, Ph.D.
Professor, Workforce Development and Education, The Ohio State University
"This book provides practical tools and checklists that can be easily implemented by novice and experienced evaluators alike. Toni has provided a comprehensive, easy-to-use resource that lays out the necessary steps to successfully design and implement evaluation strategies to measure the business results for a variety of HRD initiatives."
Mike Sullivan
Staff Manager, Allstate Insurance Company
"In this book, Toni Hodges has done an outstanding job of showing how a Workplace Learning and Performance professional can measure learning. A key strength of this book is its practical, step-by-step approach to measuring learning and on-the-job performance. This is a must-have book for any serious-minded WLP professional at this time of growing accountability for people in this field."
William J. Rothwell, Ph.D., SPHR
Professor, The Pennsylvania State University
From the Publisher
This book provides a step-by-step approach for developing learning and performance measures and a method for analyzing and reporting results. The easy to use format serves as a quick reference featuring the necessary checklists to evaluate the situation and tools for immediate application in a number of organizational settings; sales, leadership, and technical. It will prove an invaluable resource for anyone involved in training, HRD, human resource measurement and evaluation, and performance improvement.

About the Author
With more than seventeen years of experience working in behavioral analysis, systems engineering, and the communications field, Toni Hodges managed measurement and evaluations for the Verizon Workforce Development Group and established corporate standards and policies for HRD program evaluations. She conducts workshops on the latest evaluation techniques and ROI measurement programs worldwide. She is President of the ROI Network and received the 2000 Practitioner of the Year Award from that group. Toni has authored many articles and edited a casebook on ROI Analysis called *Measuring Learning and Performance* (ASTD In Action Series, 1999.)