[Free pdf] Training Across Multiple Locations: Developing a System That Works (Publication in the Berrett-Koehler Organizational Performance)

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Stephen Krempl, R Wayne Pace
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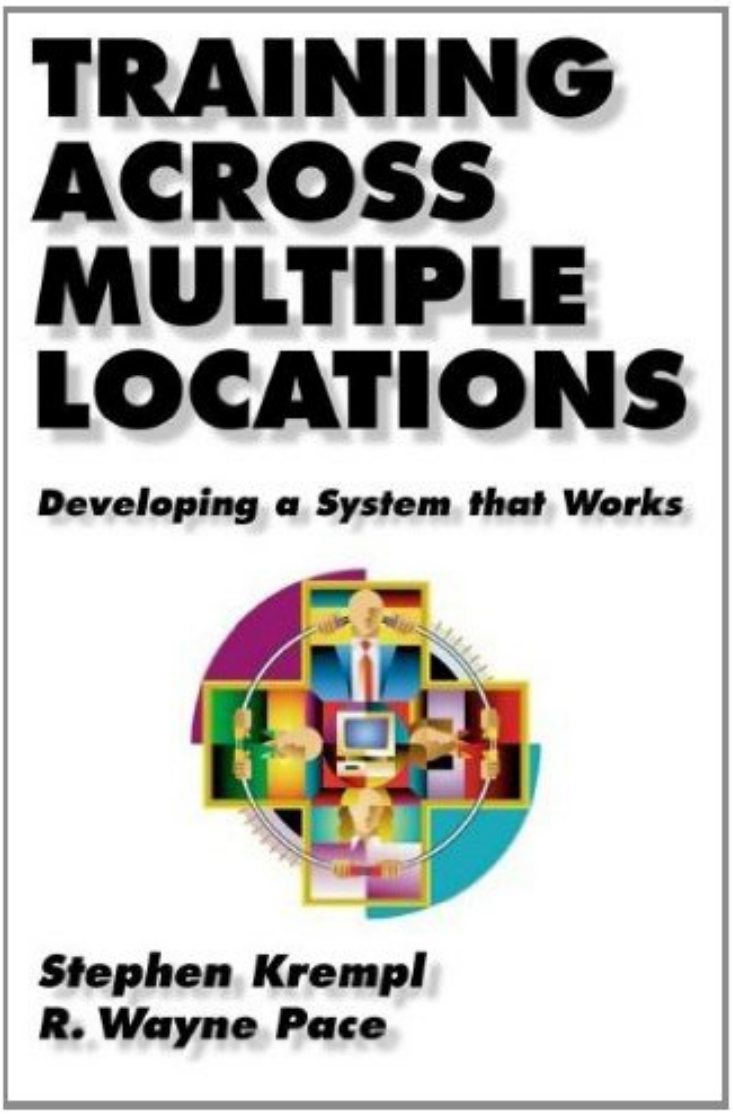

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Stephen Krempl, R Wayne Pace : Training Across Multiple Locations: Developing a System That Works (Publication in the Berrett-Koehler Organizational Performance) before purchasing it in order to gage whether or not it would be worth my time, and all praised Training Across Multiple Locations: Developing a System That Works

(Publication in the Berrett-Koehler Organizational Performance):

Provides practical solutions to the business problem of distributing training to multiple locationsIntroduces a new and practical way to use assessment to create a sustainable training and development functionShows how those involved with training and development can make bottom line contributions to the companyProvides a model for calculating return on investment (ROI) for technology based programsIn this era of rapid globalization, human resource development professionals in every type of organization face the problem of managing training and development across many different, often widely dispersed, sites. Training Across Multiple Locations offers a comprehensive, proven model for designing, building and assessing every aspect of a multiple location training and development (TD) system. Stephen Krempl and R. Wayne Pace detail how to integrate training from multiple locations into a comprehensive organizational strategy, and how corporate training can align those multiple locations with a single corporate vision.Training Across Multiple Locations draws from numerous real-life examples to show how distance learning technology-including intra-nets, web-based training, and computer-based training-is being used to manage multi-point training at companies like Motorola, Ford, Boeing, Kinko's, Hewlett-Packard, and others. With technology, the authors reveal, training organizations are able to extend their reach and distribute training over a far wider audience in ways that may make current approaches to training less relevant and even obsolete. And perhaps most importantly, they provide a model for calculating return on investment (ROI) for these technology-based programs.Krempl and Pace present a detailed review process for evaluating the effectiveness of multiple location training and development systems and provide specific advice on how to conduct the review and how to share data to enhance unit effectiveness. They also include a unique questionnaire that helps teams assess how well they are carrying out their TD responsibilities and how well they are integrating their activities into the corporate business plan.Training and development functions survive by maintaining relationships with critical decision-makers at all levels in the organization. This process is often described in terms of politics and power-but Training Across Multiple Locations treats the issue simply in terms of how to get the job done. The unique process described in this book will encourage better preparation and more informed discussions and decisions, allowing managers to better anticipate problems and stay on top of key issues.