



HIGH IMPACT

LEARNING ORGANIZATION (HILO)



Creating The High Impact Learning Organization

**Filip Dochy, David Gijbels, Mien
Segers, Piet Van den Bossche**



Creating The High Impact Learning Organization:

ATD's Foundations of Talent Development Elaine Biech, 2018-09-28 Your Talent Development Atlas If you've been directing your organization's talent development effort during the last few years you might think you're on a journey without a map. There are few published resources to guide you in a challenge that many experts promise will only become more urgent and necessary in the coming years. Elaine Biech, a legendary leader in training and development, understands the road ahead and has partnered with ATD to present a new book that will point the way. **ATD's Foundations of Talent Development: Launching, Leveraging, and Leading Your Organization's TD Effort**. Biech imbues this comprehensive volume with the energy and passion she has manifested in a career spanning more than three decades. In her hands, you have a trusted adviser who provides guidance, leadership, and direction to your organization. Biech painstakingly guides you over 36 chapters, taking you from developing your talent development strategy, creating an operating plan, and reinforcing your organization's talent development mindset through design and delivery, measurement and evaluation, and preparing for the future. No matter where you are in your development, you will be able to pick up this book and select chapters that describe how you can help your organization. What's more, Biech has included a new customized model to assist you. Plus, she's invited dozens of her friends and colleagues to contribute. Well-known authors, ATD subject matter experts, and icons in the field present a cross-section of voices and approaches in the field. In 2018, ATD celebrates its 75th anniversary by delivering **ATD's Foundations of Talent Development**, its first published reference to the profession it leads and supports. Think of this book as your professional atlas.

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Strategien der Personalentwicklung

Hans-Christian Riekhof,2010-12-01 Das Standardwerk stellt die Personal und Managemententwicklungssysteme renommierter Unternehmen vor Außerdem werden zukunftsweisende Instrumente der Personalentwicklung beschrieben Jetzt in der 6 Auflage mit neuen Konzepten *ICICKM2008- 5th International Conference on Intellectual Capital, Knowledge Management and Organisational Learning* Dr Kevin O Sullivan, *The Oxford Handbook of the Learning Organization*

Anders Örténblad,2019-12-12 The concept of the learning organization is one of the most popular management ideas of the last few decades Since it was conceived as an idea in its own right it has been given various definitions and meanings such that we are still faced with the question as to whether any unified understanding of what the learning organization really is can be established This Handbook offers extensive reviews of both new and traditional perspectives on the concept and provides suggestions for how the learning organization can best be defined practiced studied and developed in future research With contributions from long standing scholars in the field as well as those new to the area this book aims to bridge the gap between traditional and more critical perspectives and in doing so find alternative features and angles to take the idea forward In addition to elaborating on and developing older definitions of the learning organization and suggesting updated and even new definitions the chapters also provide focused explorations on pertinent aspects of the learning organization such as ambidexterity gender inclusivity and systems thinking They also survey organizations that have made efforts towards becoming learning organizations how the learning organization can best be measured and studied and the universality of the idea itself Some of the questions raised in this book are answered or at least given tentative answers while other questions are left open In this way the book has the ambition to take the learning organization an important step further whilst having no intentions to take any final step instead the intention is that others will endeavour to continue where this book stops Building More Effective Organizations Ronald J. Burke,Cary L. Cooper,2007-12-13 Organizations today are facing heightened challenges in their efforts to perform effectively These challenges are reflected in the failure of many long standing organizations and the shortened tenure of senior level executives There is increasing agreement that the unique competitive advantage organizations have today lies in their people their human resource management practices and their cultures All other elements of production can be readily obtained bought or copied We are now in the era of human capital to be successful organizations need to unleash the talents of their people Fortunately we now have considerable understanding of what high performing organizations look like However a large gap still exists between what we know and what managers actually do With contributions from a team of leading academics and practitioners Building More Effective Organizations provides an extensive survey of human resource management and the organizational practices associated with the high performance of individuals Making Sense of Organizational Learning Cyril Kirwan,2016-05-13 The ability of a business to engage in real organizational learning and to do so faster and in a more sustainable way than its competitors is being increasingly seen as an essential component of success In Making Sense of Organizational Learning Cyril Kirwan

examines the wide range of factors necessary to create and sustain organizational learning and knowledge at all levels At the individual level the generation of continuous learning opportunities and reflection on experiences are critically important At the team level it s about encouraging collaboration team learning and the sharing of knowledge At the organizational level the emphasis is on building systems to capture and share knowledge and providing strategic leadership for learning The book shows you how you can best exploit the knowledge that already exists within your organization while at the same time develop the capability of the people that work there It deals in turn with individual learning learning with others learning in organizations and in particular the role of the HR function and of line managers Each chapter provides theoretical background and real world examples Diagnostic questionnaires checklists and other tools are also included Making Sense of Organizational Learning provides an evidence based argument for the adoption of effective organizational learning policies and practices and offers a real opportunity to improve performance Thinking practitioners working in and around learning and development or organization development will find it invaluable as will those undertaking post graduate study in HR and related disciplines

Starting a Talent Development Program Elaine Biech,2017-12-12 Foundational guidance you ve been looking for The best organizations recognize that no leader or employee can be expert in everything but that everyone needs to be at their best if organizations are to be productive and successful If your goal is to develop talent within your organization this concise yet foundational book has the keys to success Renowned industry leader and bestselling author Elaine Biech guides you through getting started designing and implementing your talent development program demonstrating success and planning next steps But just as important she poses critical questions that only you and your organization can answer Biech interweaves best practices with the latest technology to offer many templates tools worksheets and tips to help you explore how to support your organization into the future Starting a Talent Development Program is part of a new ATD series What Works in Talent Development which addresses the most critical topics facing today s talent development practitioners Each book in the series is written for trainers by trainers and offers an examination of core subject matter and a defined way to solve real issues [Creating Conversational Leadership](#) John Hovell,2022-11-07

Global society needs the new fields of Knowledge Management Knowledge Services Organization Development Diversity Inclusion and Conversational Leadership They are remarkable tools management methodologies and personally rewarding techniques for working professionals managers and all levels of leadership These new fields described in this book enable the highest levels of knowledge sharing and workplace success *High-Impact Instruction* Jim Knight,2013 Small changes can lead to big results Best selling author Jim Knight presents the high leverage strategies that make the biggest difference in student learning Featuring checklists numerous observation tools and online videos of teachers implementing the practices this revolutionary book focuses on the three areas of high impact instruction Content planning including using guiding questions learning maps and formative assessment Instructional practices such as the use of thinking prompts effective

questions challenging assignments and experiential learning Community building in which you shape a classroom culture that promotes well being creativity learning and high expectations

Theories of Workplace Learning in Changing Times Filip Dochy, David Gijbels, Mien Segers, Piet Van den Bossche, 2021-08-25 This book is an expansion and major updating of the highly successful Theories of Learning for the Workplace first published in 2011 It offers fascinating overviews into some of the most important theories of learning and how they are practically applied to organisational or workplace learning Each chapter is co authored by an academic researcher and an expert in business or industry providing practical case studies combined with a thorough analysis of theories and models of learning Key figures in education psychology and cognitive science present a comprehensive range of conceptual perspectives on learning theory offering a wealth of new insights to support innovative research directions and innovation in learning training and teaching for the upcoming post Covid 19 decades Containing overviews of theories from Argyris Decuyper Dochy Segers Engestr m Ericsson Kolb Lave Wenger Mezirow Raes Boon Sch n Senge and Van den Bossche this book discusses Learning of employees in the digital era Workplace learning High impact learning Informal learning Adult learning Learning development didactics L D Reflective practice Transformational learning Experiential learning Deliberate practice Communities of practice Team learning Organisational learning Expansive learning Combining theory and practice this book will be essential reading for all trainee and practising educational psychologists organisational psychologists researchers and students in the field of lifelong learning educational policy makers students researchers and teachers in vocational and higher education It will also be of interest to those involved in training trainers and teacher training

Handbook of Organization Development Thomas G. Cummings, 2008 The contributors reflect the field of organizational development s rapid growth and success since its inception 50 years ago into a far more complex study than it was just a few decades ago They show how organizational development has expanded from dealing with internal problems to the need to address more strategic issues

Cases on ICT Utilization, Practice and Solutions: Tools for Managing Day-to-Day Issues Al-Mutairi, Mubarak S., Mohammed, Lawan Ahmed, 2010-11-30 This book presents in depth insight through a case study approach into the current state of research in ICT as well as identified successful approaches tools and methodologies in ICT research Provided by publisher

Innovatives Management Ralph Berndt, 2013-03-08 Die Rahmenbedingungen f r wirtschaftliche Prozesse haben sich wesentlich gewandelt Beispielhaft zu nennen sind die extrem schnelle Entwicklung der Kommunikationstechnologien die erheblichen Konzentrationsprozesse oder das hybride Konsumentenverhalten Daher sind f r alle Teilgebiete der Unternehmensf hrung innovative Management Ans tze erforderlich F hrende Fachvertreter aus Europa und den USA untersuchen in diesem Band welche Ans tze f r ein innovatives Management herangezogen werden k nnen

High-Impact ePortfolio Practice Bret Eynon, Laura M. Gambino, 2023-07-03 At a moment when over half of US colleges are employing ePortfolios the time is ripe to develop their full potential to advance integrative learning and broad institutional change The

authors outline how to deploy the ePortfolio as a high impact practice and describe widely applicable models of effective ePortfolio pedagogy and implementation that demonstrably improve student learning across multiple settings Drawing on the campus ePortfolio projects developed by a constellation of institutions that participated in the Connect to Learning network Eynon and Gambino present a wealth of data and revealing case studies Their broad based evidence demonstrates that implemented with a purposeful framework ePortfolios correlate strongly with increased retention and graduation rates broadened student engagement in deep learning processes and advanced faculty and institutional learning The core of the book presents a comprehensive research based framework along with practical examples and strategies for implementation and identifies the key considerations that need to be addressed in the areas of Pedagogy Professional Development Outcomes Assessment Technology and Scaling Up The authors identify how the ePortfolio experience enhances other high impact practices HIPs by creating unique opportunities for connection and synthesis across courses semesters and co curricular experiences Using ePortfolio to integrate learning across multiple HIPs enables students reflect and construct a cohesive signature learning experience This is an invaluable resource for classroom faculty and educational leaders interested in transformative education for 21st century learners A Co Publication with AAC U

Organizational Learning Vivienne Collinson,Tanya Fedoruk Cook,2006-10-05 Reshapes the way teachers and administrators think about people practices and policies This innovative book about organizational learning in K 12 settings reshapes the way teachers and administrators think about people practices and policies while providing a compelling roadmap for transformation from within today s school systems Key Features Six interrelated conditions support organizational learning prioritizing learning fostering inquiry facilitating the dissemination of knowledge practicing democratic principles attending to human relationships and providing for members self fulfillment An on going case study connects everyday practices in school systems to a holistic framework that helps practitioners understand how their thinking and behaviors influence learning work environments collegial interactions decision making and innovation Numerous practical examples bring complex theoretical concepts to life while a series of essential questions activities for getting started and reflective journal prompts allow practitioners to apply content and ideas to their own settings

Handbook of Organizational Consultation, Second Editon Robert Golembiewski,2019-02-21 The second edition of the Handbook of Organizational Consultation includes more than 35 additional chapters and an expanded list of international contributors It addresses all aspects of organizational consulting including normative empirical and political topics and offers a broad view of consultation diagnoses problem centers and interventions Perspectives on Political Science said this book is a reference guide training handbook and practitioner s tool that stand s alone as a comprehensive source of information and guidance on the consultancy enterprise a careful reading of this book will be a profitable endeavor for both consulting practitioners and their clients

Human Resource (Talent) Development Ronald R. Sims,2023-01-01 The rapidly transforming environment that we live in has made human resource

development HRD all the more necessary for the success of today's organizations HRD initiatives help their organizations by developing employees who assist their organizations in not only surviving but thriving in our increasingly global world Today's best practice or benchmarked organizations and their HRD professionals continue to recognize the importance of employee learning knowledge skills and motivation to organizational success This recognition increasingly opens many doors as organizational leaders accept the fact that HRD initiatives can be used to ensure that organization members have what it takes to successfully meet the demands that confront them and their organizations This book takes the position that HRD can demonstrate how their initiatives help to develop a superior workforce so that the organization and its individual employees can accomplish their strategic and operational goals in service to their clients or customers This book is written with the belief that HRD professionals have many opportunities to learn change and find ways both in and outside of the workplace to contribute to the development of learning organizations as we move further into the 21st century A major point of this book is that HRD will continue to become more and more important to organizational success when one considers the increased responsibilities HRD professionals have taken on during and post the COVID pandemic The primary audience for this book is practicing HRM and HRD professionals and other organizational leaders The book provides proven ideas important to demonstrating the value of HRD From a practical viewpoint it is based on actual experience a strong research base and accepted practices presented in an easy to read form A second target audience is students of HRD and HRM who are preparing for careers in this important field This book will help them develop a solid foundation to the study of HRD practices or initiatives that are key to HRD success regardless of the type of organization A third target audience is managers or leaders at all levels of an organization who are expected to take on a number of HRD responsibilities e.g. as trainers coaches mentors change agents and so on while regularly partnering with HRD professionals It offers these individuals a firsthand look at what they should expect of their HRD functions or areas and how they can effectively work with HRD professionals in their organizations to achieve the organizations strategic goals by getting the most out of its human people

Learning, Training, and Development in Organizations Steve W.J. Kozlowski, Eduardo Salas, 2009-08-06 This scholarly book in SIOP's Organizational Frontier series looks at research on enhancing knowledge acquisition and its application in organizations It concentrates on training design and delivery given the changing nature of work and organizations Now that work is increasingly complex there is greater emphasis on expertise and cognitive skills Advances in technology such as computer simulations and web based training are necessitating a more active role for the learner in the training process In the broad context of the organization systems this book promotes learning and development as a continuous lifelong endeavor

Organizational Learning in China Yu Haibo, 2021-05-10 From the perspective of behavioural science this book systematically investigates organizational learning in Chinese organizations based on multilevel theory over the past 20 years The findings contribute to the theory and practice of organizational learning and give insights into the construction of

learning organizations Revisiting existing studies on organizational learning the author reconceptualises organizational learning and constructs an integrative model which is corroborated and then supplemented by empirical research Based on samples and materials from 3 000 managers and employees in organizations from all over China the book further elaborates this integrative model covering the multilevel structure trans level functions and generative mechanisms that figure prominently in organizational learning in Chinese organizations This framework helps enhance the organizational learning ability and the establishment of a learning culture while offering possible directions for updating research methods and a stereoscopic theory of organizational learning The book will be a good reference for management practitioners students and academics interested in organizational behaviour human resource management innovation management and multilevel perspective

Knowledge Management: An Interdisciplinary Perspective Sajjad M Jasimuddin, 2012-01-27 This book analyzes dynamic relationships among the disciplines that have contributed to the development of knowledge management It focuses on establishing relationships between knowledge management and other disciplines such as information management organizational learning innovation management and strategic management It debates the origin and development of knowledge management thus providing a clear and conceptual understanding of the field This in turn will help readers adopt better approaches to solve knowledge management problems

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