

Building Effective Technical Training

HOW TO DEVELOP HARD SKILLS WITHIN ORGANIZATIONS

Building Effective Technical Training How To Develop Hard Skills Within Organizations

Gilbert Paquette

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Training Older Workers and Learners James L. Moseley, Joan C. Dessinger, 2007-03-22 Training Older Workers and Learners is a groundbreaking resource that focuses exclusively on age 40 plus workers This much needed resource offers trainers expert guidance and practical tools designed to deliver effective training and re training to older worker learners OWLS Based on sound theory and best practices the book shows how to maximize the workplace learning and performance potential of late life learners

Instructional Engineering in Networked Environments Gilbert Paquette, 2004 A Dynamic Research Based Approach to Knowledge Management In this book Gilbert Paquette an internationally recognized expert in the field of technology based training offers IT professionals trainers and consultants a revolutionary method for going beyond simple information management Instructional Engineering in Networked Environments introduces the instructional engineering method that elicits knowledge from subject matter experts to make information more widely available for training other people and transfering knowledge through formal and informal training using a variety of media and

information sources Throughout the book Paquette shows that instructional engineering is based on the use of transferable graphic models that demonstrate how this engineering works in an environment with human networks and diversified information sources This important book also includes illustrative examples of artifacts the actual job aids that hold an organization's knowledge and provides numerous easily reproducible tools Praise for Instructional Engineering in Networked Environments The tools and methods developed by Dr Paquette and his team at LICEF since 1992 are generally regarded by the International Board of Standards for Training Performance and Instruction IBSTPI as world class in every respect The board believes that an institution or organization embarking on serious efforts in distance and distributed learning would do well to consider these methods and tools as setting a standard J Michael Spector professor and chair instructional design development and evaluation Syracuse University and executive vice president IBSTPI Gilbert Paguette's work is truly world leading and needs much more exposure I was so impressed with his detailed models for knowledge engineering in telelearning systems It was the first time in years that I thought someone had created a breakthrough Anne Forster director innovation and technology vice chancellor's office University of Sydney Australia Hydro Quebec groups over 19 500 employees and employs a staff of around 300 trainers and instructional designers. We have been using the MISA method and the MOT knowledge editor for several years now and we have not yet found a method as efficient even though we have had many sales pitches by different vendors Gilles Beaulieu trans energie division Hydro Quebec In this book Professor Paquette provides one of the most sophisticated tools yet developed for a true technology of instructional engineering All serious instructional designers will find that this work significantly improves the efficiency and effectiveness of their instructional development efforts M David Merrill professor department of instructional technology Utah State University

Confirmative Evaluation Joan C. Dessinger, James L. Moseley, 2015-02-27 This much needed book offers trainers consultants evaluation professionals and human resource executives and practitioners a hands on resource for understanding and applying the proven principles of confirmative evaluation Confirmative evaluation is a marriage of evaluation and continuous improvement Unlike other types of evaluation which are used during the design of a learning program or applied immediately after conducting a program confirmative evaluation follows several months after the program is implemented It tests the endurance of outcomes the return on investment and establishes the effectivenss efficiency impact and value of the training over time

Creating the Functionally Competent Organization Joseph Olmstead, 2002-05-30 Olmstead writes from an open systems perspective a viewpoint of organizations that adapt quickly to turbulent uncertain business environments offering an integrated understandable and highly practical way to analyze assess and improve organization performance He demonstrates how organizations actually function and shows how they can identify and overcome obstacles by creating organizational competence the critical elements that give organizations the ability to perform effectively in the modern business world Upper level students scholars and teachers will find Olmstead s book an important addition to their

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Effective Succession Planning
William J. Rothwell, 2005 The most admired book on systematic succession planning now updated and expanded

Developing Technical Training Ruth C. Clark,2011-01-11 Since it was first published almost twenty years ago Developing Technical Training has been a reliable resource for both new and seasoned training specialists The third edition of this classic book outlines a systematic approach called the Instructional Systems Design ISD process that shows how to teach technical content defined as facts concepts processes procedures and principles Whether you teach hard or soft skills or design lessons for workbooks or computers you will find the best training methods in this book Using these techniques you can create learning environments that will lead to the most efficient and effective acquisition of new knowledge and skills Throughout the book Clark defines each content type and illustrates how to implement the best instructional methods for delivery in either print or e learning media

Unveiling the Power of Verbal Art: An Psychological Sojourn through **Building Effective Technical Training How To Develop Hard Skills Within Organizations**

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