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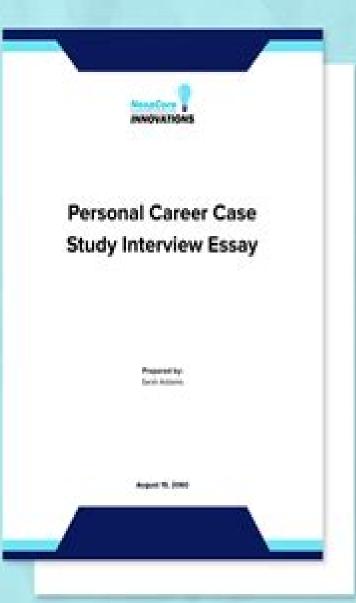
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Evaluating Training Programs Donald L. Kirkpatrick, 2009-04-03 With the third edition of this book readers have an opportunity to update their understanding of this classic evaluation framework and to learn from the case studies about how to effectively apply the framework to a variety of learning programs Readers are presented with the tools and the know how to tell their own story of value creation Page iii Transferring Learning to Behavior Donald Kirkpatrick, James

Kirkpatrick, 2005-04-01 In this indispensable companion to the classic book Evaluating Training Programs The Four Levels Don and Jim Kirkpatrick offer detailed guidance for putting any or all of the Four Levels into practice In addition they show how to decide what to evaluate how to get managers to support the evaluation process and how to use the Four Levels to construct a compelling chain of evidence demonstrating the contribution of training to the bottom line Training Programs Donald Kirkpatrick, James Kirkpatrick, 2006-01-01 An updated edition of the bestselling classic Donald Kirkpatrick is a true legend in the training field he is a past president of ASTD a member of Training magazine s HRD Hall of Fame and the recipient of the 2003 Lifetime Achievement Award in Workplace Learning and Performance from ASTD In 1959 Donald Kirkpatrick developed a four level model for evaluating training programs Since then the Kirkpatrick Model has become the most widely used approach to training evaluation in the corporate government and academic worlds Evaluating Training Programs provided the first comprehensive guide to Kirkpatrick's Four Level Model along with detailed case studies of how the model is being used successfully in a wide range of programs and institutions This new edition includes revisions and updates of the existing material plus new case studies that show the four level model in action Going beyond just using simple reaction questionnaires to rate training programs Kirkpatrick's model focuses on four areas for a more comprehensive approach to evaluation Evaluating Reaction Evaluating Learning Evaluating Behavior and Evaluating Results Evaluating Training Programs is a how to book designed for practitiners in the training field who plan implement and evaluate training programs The author supplements principles and guidelines with numerous sample survey forms for each step of the process For those who have planned and conducted many programs as well as those who are new to the training and development field this book is a handy reference guide that provides a practical and proven model for increasing training effectiveness through evaluation In the third edition of this classic bestseller Kirkpatrick offers new forms and procedures for evaluating at all levels and several additional chapters about using balanced scorecards and Managing Change Effectively He also includes twelve new case studies from organizations that have been evaluated using one or more of the four levels Caterpillar Defense Acquisition University Microsoft IBM Toyota Nextel The Regence Group Denison University and Pollack Learning Alliance

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