



HIGH IMPACT

LEARNING ORGANIZATION (HILO)



Creating The High Impact Learning Organization

Ronald J. Burke, Cary L. Cooper



Creating The High Impact Learning Organization:

High Impact Learning Robert O. Brinkerhoff, Anne M. Apking, 2001-12-20 Every organization seeks to provide its employees with learning and development opportunities that are both targeted to their individual needs and produce measurable and worthwhile business results In *High Impact Learning* Brinkerhoff and Apking outline a comprehensive proven and practical approach for bridging the gap between employee and organizational goals and launching training initiatives of visible and lasting impact

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 to 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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Anders Örtengren,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 ATD's Organization Development Handbook Brian James

Flores,2023-09-19 Expand Your Knowledge of Organization Development to Enhance Your L D Efforts ATD s Organization Development Handbook is a tactical hands on book for those in learning and development looking to make that first step into organization development or those who are a one person band doing both While many books and textbooks exist on organization development the effort to improve an organization s capability through the alignment of strategy structure people rewards metrics and management processes this volume is the first of its kind to address OD from the talent development and specifically L D perspective More than ever L D professionals are taking on organization development work to drive organizational effectiveness and performance Sometimes this happens out of choice when seeking a new career challenge and other times out of necessity when the organization adds OD to their responsibilities In either case L D professionals need new knowledge and skills as well as insight into how to utilize their analysis design development implementation and evaluation abilities to become successful in creating OD solutions Edited by OD practitioner and expert Brian J Flores this volume includes in house experts and consultant contributors from the OD field itself as well as those who

crossed over from L D to OD Readers will learn how to apply the foundations of organization development to their multiculturalism upskilling and reskilling soft skill development and succession planning processes and programs

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

Leadership Michael Z. Hackman, Craig E. Johnson, 2013-04-03 Leadership is an integral component of the human experience and of practical importance to all For nearly 25 years the multiple editions of Hackman and Johnsons outstanding work have been the backbone of leadership courses at hundreds of colleges and universities The authors extend this tradition of excellence in the Sixth Edition which continues to serve as a valuable catalyst for generating new insights debating controversial issues and contributing to the ongoing dialogue on leading and following Hackman and Johnson illuminate our understanding of leadership by approaching it as a communication based activity They artfully balance

research and theory with practical real world suggestions for improving communication competence and leadership effectiveness in small group organizational and public contexts The comprehensive Sixth Edition adds discussions of organizational politics project leadership executive level teams adaptive leadership intergroup leadership sensemaking and in extremis leadership Readers will also appreciate the expanded treatment of bad leadership emotional competencies followership styles charisma leader development crisis leadership and virtual team leadership Case studies cover such timely issues as the pink slime controversy the legacy of Steve Jobs banning super sized soft drinks the scandal at Penn State University and the Miracle on the Hudson Abundant examples case studies self assessments and research highlights enhance the presentation Moreover wide ranging application exercises offer multiple opportunities for readers to review and apply the skills covered in the chapters

ICICKM2008- 5th International Conference on Intellectual Capital, Knowledge Management and Organisational Learning Dr Kevin O Sullivan, *Developing High-Impact Course Design Institutes* Jordan D. Troisi, Michael S. Palmer, Mary C. Wright, Lori A. Hostetler, Carol A. Hurney, 2025-02-17 Drawing on the authors extensive experience and robust survey data this critical resource unpacks the inner workings of one of the most powerful mechanisms for improving teaching and learning in higher education the course design institute CDI CDIs are intensive often multi day facilitated experiences where instructors design or redesign a course based on learning focused and equity minded teaching and learning principles This resource offers a comprehensive introduction to CDIs discussing both key elements and why they are worth the time and investment to design implement and assess The chapters cover the values structures and approaches that designers use to develop CDIs along with evidence of their transformative impact on instructors and institutional teaching cultures The book also provides institutional leaders the rationale and evidence needed to support investment decisions *Developing High Impact Course Design Institutes* is a playbook providing educational developers with the critical background knowledge and vetted direction needed to launch or refine their own CDIs

[ATD's Action Guide to Talent Development](#) Elaine Biech, 2018-09-28 Get Started Now Take Action Staying ahead of change in the world your organization and your profession requires action You learned a lot to launch your organization s talent development effort As you position it for the future what you need to know grows exponentially As futurist Ray Kurzweil once said If I take 30 steps linearly I get to 30 If I take 30 steps exponentially I get to a billion How do you prepare for exponential growth In *ATD s Action Guide to Talent Development A Practical Approach to Building Organizational Success* industry expert and bestselling author Elaine Biech lays out the steps you can take The companion volume to *ATD s Foundations of Talent Development Launching Leveraging and Leading Your Organization s TD Effort* this book follows an eight step framework for defining your organization s learning foundation through preparing for the future You are your organization s trusted advisor and Biech offers practical questions organizational assessments and tips for each step you must guide your organization through She also presents the newest thinking from university educators and researchers that organizational experts have relied on for

years as well as from industry practitioners and luminaries in leadership and development Open this book to any page Jump in where you think it will be most beneficial to you or your organization Whether you work inside a company or as an external consultant whether you work for a large organization or a small one whether you are launching your first talent development effort or fine tuning a function that s been in action for decades you are sure to find valuable concepts designs and ideas Get started now Take action 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 **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 *The New Faces of Organizations in the 21st Century* Mohammad Ali Sarlak,2010

Connecting Learning Across the Institution Pamela L. Eddy,2014-03-25 Most research on learning tends to occur in silos based on stakeholder perspective This volume seeks to break down these silos and draw together scholars who research learning from different perspectives to highlight commonalities in learning for students faculty and institutions When we understand how learning is experienced across the institution we can develop strategies that help support enhance and reinforce learning for all Exploring what it means to bridge learning across the institution this volume provides a roadmap to improve learning for all Both scholarly and practical it advances the knowledge about the ways we investigate and study learning across and for various groups of learners It also Collects thinking about learning in its various formats in one

location Provides a platform for synthesis Outlines key questions for thinking more deeply about learning on campus Instead of thinking of learning as discrete depending on the stakeholder group this volume highlights the commonalities across all types of learners

Creating Impact Through Future Learning Filip Dochy,Mien Segers,2018-02-13 Organisations today operate in a fascinating world where change is constant fast and continues to accelerate It is the combination of evolving developments such as technological advancements globalisation and new ways of communicating through multimedia technologies that drive us to reorganise how we live how we work how we create value and how we learn These developments call for a Learning Development policy and practice that supports professionals to be or become successful in this fascinating changing world In other words one of the core goals of Learning Development is to support sustainable employability Creating Impact through Future Learning introduces a model for High Impact Learning that Lasts HILL that is very much in synch with the demands of an agile organisation The HILL model is about the learning of young adults professionals and experts It is about the many possibilities to inspire and to support adults in their continuous learning and development process aiming to create value for today s and tomorrow s society It is about how designers of learning programmes be it L D officers or teachers in vocational and higher education preparing adults for professional life can take a step forward to build the future of learning A new mindset is needed to create a real impact

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

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

Connectivity and Knowledge Management in Virtual Organizations: Networking and Developing Interactive Communications Camison, Cesar,Palacios, Daniel,Garrigos, Fernando,Devece, Carlos,2008-10-31 This book analyzes different types of virtual communities proposing Knowledge Management as a solid theoretical ground for approaching their management Provided by publisher Lean in the Classroom Vincent Wiegel,2019-08-22 The current way of organizing education is not tenable in the coming decade We need to address how we teach how we organize schools how we increase the effectiveness of learning how we construct classrooms and how we deploy new technologies Lean management philosophy has been successfully applied across many industries from manufacturing to healthcare financial services and construction Recently interest in Lean has steadily increased in the education sector as it was originally introduced in that area s administrative and support processes Currently the introduction of Lean and its potential in education is gaining wider exposure because of massive looming changes for example the introduction of technology in education as EdTech within the traditional system and as MOOCs demographic changes budget pressure new pedagogies the entrance of more and more private providers and changing demands of society and industry on the curriculum What is missing is a joint framework that will allow schools teachers directors and boards to harness the potential of these developments and then execute a strategy Lean Education LE offers the potential to streamline the execution of strategy and teaching It accelerates the development of new courses and studies that are closely aligned to the needs of students It supports the integration of new technologies without overburdening teachers and staff Lean in the Classroom brings all these elements together into a coherent framework so schools can make necessary changes in one concerted effort Teaching professional support managing the daily work and changing the way schools function are brought together as a schoolwide strategy to organize learning in a way that serves our students by making the most of their talents This book is the first to define LE in all its aspects course design actual teaching and learning processes school management and the organization of supporting processes It is firmly based on the Lean management philosophy in conjunction with pedagogy The book draws on both scientific research in the field of

Lean management in general and Lean education in particular In addition it is predicated on many years of hands on experience applying Lean both inside and outside the education sector

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

Developing a Learning Culture in Nonprofit Organizations Stephen J. Gill, 2010 Nonprofit organizations are under increasing pressure to demonstrate impact and that the funds raised to operate their organizations are maximized and used effectively This book demonstrates how to create a culture of learning intentional learning from reflection and feedback focused on successes and failures that will lead to ongoing performance measurement and improvement Because nonprofit organizations rely heavily on volunteers and are focused on mission not money it is critical for them to create a culture in which learning is a motivator for change The book breaks down learning into four levels individual team whole organization and community Learning at each of these levels is described and then specific tools are presented The tools are hands on and practical which facilitate reflection and feedback

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