

The Six Disciplines Breakthrough Learning

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the six disciplines of breakthrough learning presents an innovative approach that accelerates the transfer and application of corporate learning the six disciplines provides the definitive road map and tools for optimizing the business impact of leadership and management training sales quality performance improvement and individual development programs this important book presents the theories and techniques behind the approach and includes expert advice for bridging the learning doing gap the authors recommendations are illustrated with dozens of real life examples from successful companies on the cutting edge of results driven educational performance

practical guidelines for implementing the six disciplines of breakthrough learning the six disciplines of breakthrough learning has become a standard for companies serious about increasing the return on their investment in learning and development now the authors help workplace learning professionals apply the concepts of their bestselling book with real world applications case studies how to guidelines and practical advice and examples for implementing the 6ds the 6ds fieldbook beyond addie will help organizations substantially increase the return on investment and decrease learning scrap the potential value that goes unrealized in many learning and development initiatives helps od professionals apply the concepts of the bestselling six disciplines of breakthrough learning includes all new case studies examples tools and best practices in use by organizations that have successfully used the 6ds taps into the experience and expertise of 6ds practitioners linking to social media to enhance the lessons of the book the 6ds fieldbook is an easy to use and widely applicable guide to getting the most from learning and development

leadership can be anything one says it is that is until a person or group has to do something complex with it for the most part leadership development remains an exercise of the abstract ostensibly possessed by the heroic or gifted few and disconnected from the multifaceted real world challenges of everyday life throttle up represents a departure from the traditional perspective in which leadership resides in the traits or behaviors of individuals in leadership roles instead throttle up asserts that leadership in the 21st century is a practice to be learned proving there is a difference between being a leader and doing leadership the 21st century world in which we live is filled with ambiguity turbulence rapid complex change information overload and the yearning of people to find meaning from the work they do therefore leaders must be able to initiate and create an environment where people come to do their best work every day by melding diverse talent and individual abilities into collaborative interdependent unified action most important those involved in a leadership dynamic must increase their ability to do leadership together because in the 21st century leadership is what people do together however leaders of organizations are prone to repeat yesterday s news because they are looking for leadership in the wrong place throttle up explains how and why traditional leadership development initiatives are going nowhere fast to accelerate a transition to 21st century leadership practices throttle up offers seven how to methods to accelerate the impact of leadership training in organizations these action oriented 21st century leadership practices include how to complete a strategic thinking session how to initiate and establish a leadership network how to create storybooks to accelerate culture shifts how to use the four frames to create compelling communications to support a culture shift wax on wax off what five questions to ask when selecting a 21st century leadership impact program how to apply the leadsimm leadership impact simulation method how to create and implement a pull learning education and evaluation strategy designed to assess the training impact on the organization to bring leadership into the 21st century throttle up presents a model that assures accelerated learning can shift an organization s effectiveness in ways not found elsewhere

revised to reflect the most recent developments in food safety the second edition of food safety for the 21st century offers practitioners an authoritative text that contains the essentials of food safety management in the global supply chain the authors noted experts in the field reveal how to design implement and maintain a stellar food safety programme the book contains industry best practices that can help businesses to improve their systems and accelerate the application of world class food safety systems the authors outline the key food safety considerations for individuals businesses and organisations involved in today s complex global food supply chains the text contains the information needed to recognise food safety hazards design safe products and processes and identify and manage effectively the necessary control mechanisms within the food business the authors also include a detailed discussion of current issues and key challenges in the global food supply chain this important guide offers a thorough review of the various aspects of food safety and considers how to put in place an excellent food safety system contains the information on haccp appropriate for all practitioners in the world wide food supply chain assists new and existing business to meet their food safety goals and responsibilities includes illustrative examples of current thinking and challenges to food safety management and recommendations for making improvements to systems and practices written for food safety managers researchers and regulators worldwide this revised guide offers a comprehensive text and an excellent reference for developing implementing and maintaining world class food safety programmes and shows how to protect and defend the food supply chain from threats

a timely update to a timeless model don kirkpatrick s groundbreaking four levels of training evaluation is the most widely used training evaluation model in the world ask any group of trainers whether they rely on the model s four levels reaction learning behavior and results in their practice and you ll get an enthusiastic affirmation but how many variations of kirkpatrick are in use today and what number of misassumptions and faulty practices have crept in over 60 years the reality is quite a few james and wendy kirkpatrick have written kirkpatrick s four levels of training evaluation to set the record straight delve into james and wendy s new findings that together with don kirkpatrick s work create the new world kirkpatrick model a powerful training evaluation methodology that melds people with metrics in kirkpatrick s four levels of training evaluation discover a comprehensive blueprint for implementing the model in a way that truly maximizes your business s results using these innovative concepts principles techniques and case studies you can better train people improve the way you work and ultimately help your organization meet its most crucial goals

the benefits of adopting agile ways of working are well understood in the digital world but those in cyber physical systems combining software hardware and firmware think it is risky but with today s speed of change maybe the risk is in not changing industrial devops build better systems faster shows readers how applying agile and devops ways of working into cyber physical systems presents the opportunity to reap huge rewards including increased adaptability shorter delivery schedules reduced development cost increased quality and higher transparency into delivery

this book shows you how to couple the results of agile and devops implementation in development with lean and agile in manufacturing through a successful application of 9 key principles industrial devops provides the foundational success patterns for the development of cyber physical systems in the digital age the benefits that have been obtained across industries can be transferred to the cyber physical domain and they have the potential to provide an even greater impact in the delivery of products

the purpose of the workbook is to provide participants with a place to record their notes and the results of exercises as the workshop progresses it is also intended to serve as a useful reference following the workshop something people will keep on their bookshelves and use the workbook is organized by the six disciplines each section contains introductory material and exercises that utilize tools or checklists introduction to the workshop d1 define business outcomes d2 design the complete experience d3 deliver for application

the workbook is organized by the four sessions of the web workshop session 1 introduction to the workshop d1 define business outcomes d6 document results intersession assignments session 2 d2 design the complete experience d3 deliver for application intersession assignments session 3 d4 drive learning transfer d5 deploy performance support action planning intersession assignments session 4 achievement stories recap plans to sustain progress

praise for developing talentfor organizational results elaine biech brings together some of the royalty of american corporations and asks them to share their wisdom in increasing organizational effectiveness in 46 information filled chapters these learning providers don t just sit on their conceptual thrones they offer practical advice for achieving company goals and the tools to make it happen marshall goldsmith million selling author of the new york times bestsellers mojo and what got you here won t get you there recruiting developing inspiring engaging and retaining your talent are critical to the growth and success of all organizations developing talent for organizational results is a rich resource that can help you cultivate your most precious resource tony bingham ceo president astd and co author of the new social learning hiring and developing talent is the area that i am most passionate about developing talent for organizational results covers all the important topics uses multiple experts and supports learning with ready to use tools to develop talent in your company it is like having a million dollar consultant sitting on your book shelf mindy meads former co ceo aéropostale and former ceo president lands end the best companies win with highly talented highly committed employees hiring and developing the best talent is essential in developing talent for organizational results elaine biech brings together the work of many of the most renowned learning providers in the world all of them members of isa the association of learning providers filled with a treasure trove of consulting advice from the ken blanchard companies ddi forum herrmann international bev kaye jack zenger and others this book delivers the answers you want to improve leadership management and communication skills address training learning and engagement issues and shape the culture and care for your customers to achieve desired results

for learners managers mentors and feedback givers

using the methods described in breakthrough learning you should be able to learn and successfully apply what you learn at least 20 times faster and with 1/21 or less time effort and resources than others use even while following what they consider to be the most effective learning and application methods there is also a second meaning of breakthrough learning make breakthroughs which are ways of being vastly more effective in applying your own and others time money effort and other resources to accomplish something important one possible way to do so is by learning and effectively applying some of the breakthrough processes developed by the 400 year project these processes include 2 000 percent solutions ways of accomplishing 20 times more results with the same or less time money and effort complementary 2 000 percent solutions 2 000 percent solutions whose improvements multiply the effectiveness of other 2 000 percent solutions by the same degree and excellent solutions making one set of changes that have an impact equal to 10 complementary 2 000 percent solutions the book 2 000 percent living also discusses how to make improvements by using 2 000 percent solutions as well as with complementary 2 000 percent solutions in breakthrough learning you will study different learning methods that will multiply the effectiveness for making breakthroughs of what is contained in 2 000 percent living by at least another 20 times what are the key ideas in breakthrough learning a good Broadway musical begins with an overture that gives an entertaining sense of the show the opening scene grabs our attention and makes us interested in the characters and in finding out what will happen to them let me now try to do something similar in delivering this book's key ideas the setting is of our world being flooded with new information at an astonishing rate one that is so rapid that many people describe necessary learning as trying to drink out of a fire hose since we cannot begin to deal with all the new information and knowledge that is available how can we make better use of relevant portions in this regard I have a burning desire I want you to fulfill more of your God-given potential while applying the spiritual gifts and abilities that he has given you I hope you will feel more of his heart for doing so as you read this book here is a preview we start in part one breakthrough learning fundamentals by considering six fundamentals of breakthrough learning fundamentals that are too often ignored there is perhaps no more valuable skill for gaining personal benefits and serving others than becoming adept at learning new disciplines on one's own in part two teach yourself we focus on the most important aspects of this form of learning the material is divided into nine lessons that describe how to be highly effective in self-directed learning in part three teach others we look at instructing others so they quickly become highly effective breakthrough learners

the primary reason for providing effective training was to increase the probability of correct and consistent performance on the job adult educators and managers of human resource development programs should be concerned for a secondary reason this reason involves the prevention of legal liability

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