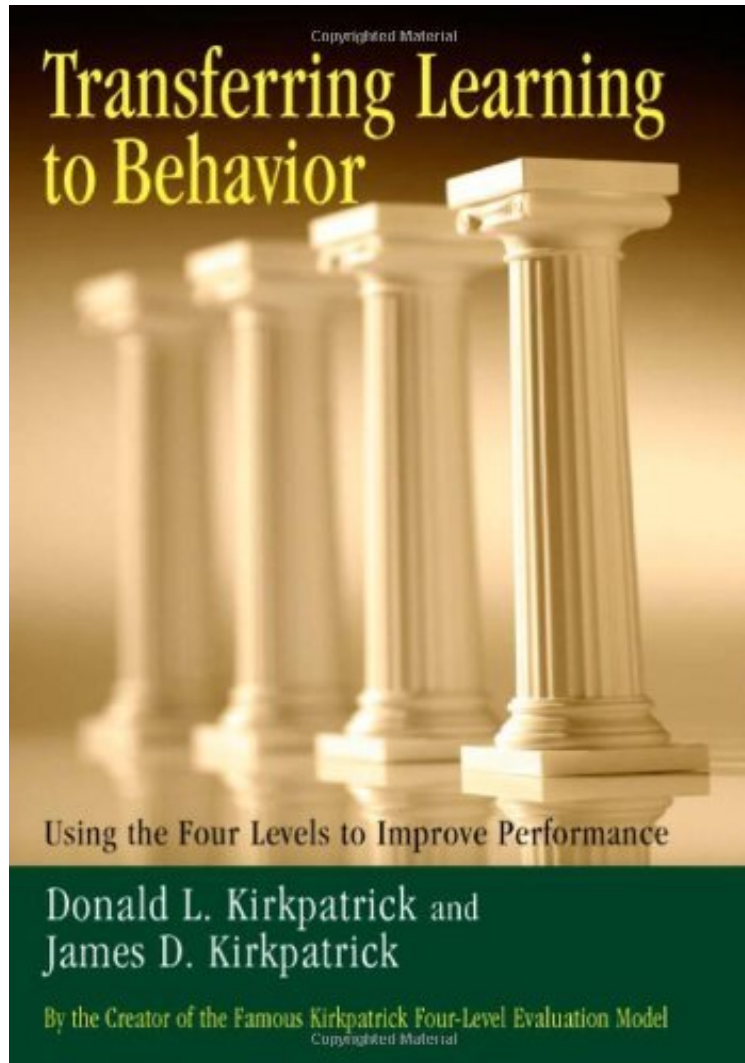


## Transferring Learning to Behavior: Using the Four Levels to Improve Performance

*Donald L Kirkpatrick Ph.D., James D Kirkpatrick*  
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**Donald L Kirkpatrick Ph.D., James D Kirkpatrick : Transferring Learning to Behavior: Using the Four Levels to Improve Performance** before purchasing it in order to gage whether or not it would be worth my time, and all praised Transferring Learning to Behavior: Using the Four Levels to Improve Performance:

1 of 1 people found the following review helpful. Five StarsBy TedreamerEnjoying using the knowledge from Kirkpatrick then and now in this one.0 of 1 people found the following review helpful. Four StarsBy Contractor XGood0 of 8 people found the following review helpful. Transferring Learning to BehaviourBy LucksonI need to register my disappointment with the quality of the last book (Transferring Learning to Behaviour) that I ordered, which I received yesterday.The large font used (Verdana 16 pt) is totally unappealing, making some of the paragraphs

too large and intimidating, and therefore totally uninspiring. The use of graphics/pictures is next to none existent, again making the book dull and unstimulating. I have yet to come across tabulated information in the book, which often makes for easier comparison of issues. In short, I am deeply disappointed, more so since I have bought books of a much better quality from before... Please let this not happen again!

Since its creation in 1959, Donald Kirkpatrick's four-level model for evaluating training programs - reaction, learning, behavior, and results - has become the most widely used approach to training evaluation in the corporate, government, and academic worlds. However, trainers today are feeling increased pressure to prove whether instruction is worth its cost. And calculating and presenting results (Step 4) becomes tricky when, despite training, workers aren't fulfilling Step 3: applying what they've learned to their behavior. This book takes on this age-old challenge, first examining why learned concepts don't make it into practice, then offering solutions that will work in the real world. Coauthor James Kirkpatrick, a training practitioner, introduces five prerequisites that help an organization achieve ultimate training success. He includes practical examples (such as Toyota and Nextel) from his own work, plus 12 best-practice case studies.

About the Author Donald L. Kirkpatrick is a Professor Emeritus, University of Wisconsin, and a widely respected teacher, author, and consultant. He has over thirty years of experience as professor of management at the University of Wisconsin and has held professional training and human resource positions with International Minerals and Chemical Corporation and Bendix Corporation. He is the author of eight management inventories and six books: *Evaluating Training Programs: The Four Levels*, *How to Manage Change Effectively*, *How to Improve Performance Through Appraisal and Coaching*, *How to Train and Develop Supervisors*, *How to Plan and Conduct Productive Business Meetings*, and *No-Nonsense Communication*. He has received the Best Book of the Year award from the Society for Human Resource Management. Don is past president of the American Society for Training and Development (ASTD) and is best known for developing the internationally accepted four-level approach for evaluating training programs. In 1997, he was introduced into TRAINING magazine's Hall of Fame, and in 2004 received the Lifetime Achievement award from ASTD. He received his BBA, MBA, and PhD degrees from the University of Wisconsin. He lives in Pewaukee, Wisconsin, and is a senior elder at Elmbrook Church and an active member of Gideons International.