

2nd Edition

Telling *Ain't* Training

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How you and your learners can achieve outstanding results



Harold D. Stolovitch and Erica J. Keepr
With contributions from Marc J. Rosenberg

Telling Aint Training

Mike Jess



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Telling Ain't Training, 2nd edition Harold D. Stolovitch, Erica J. Keeps, 2011-06-01 The foundational and go to book for anyone who does training in the talent development field A must have for trainers Telling Ain't Training is an essential book for all learning and development professionals When the first edition of Telling Ain't Training was published in 2002 its practical learner focused approach quickly became a favorite with learning and development professionals as well as school teachers parents professors and anyone else who trains educates or instructs Chock full of myth busting research and ready to use tools always delivered in a lighthearted and entertaining style Telling Ain't Training set new standards for the training industry That's a tough act to follow but the long awaited new edition of Telling Ain't Training does not disappoint While it has been updated expanded and enhanced to reflect almost a decade of progress fans of the original Telling Ain't Training will be relieved to find that its lively user friendly tone has been carefully preserved In fact this is a book that faithfully practices what it preaches engaging the reader from page one and immediately involving them in the first of many try it yourself exercises that teach trainers how to avoid telling in favor of more interactive training This substantially heftier edition covers everything you must know to be a better trainer plus Extensive new chapters covering technology and e learning More methods for creating terrific learner centered training sessions Expanded evidence and research to support its approach to adult learning Ways to retrofit your existing training programs and materials Even more in depth explanations of how the basic principles of adult learning apply An extensive index to make the book more referenceable Additional tools charts exercises illustrations quizzes and activities to involve learners *Telling Ain't Training, 2017* *Telling Ain't Training* Harold D. Stolovitch, 2002 **Telling Ain't Training** Harold D. Stolovitch, Erica J. Keeps, 2002 This book is an entertaining and practical guide for every trainer and performance improvement professional as it tackles the three universal and persistent questions of the profession how do learners learn why do learners learn and how do you ensure that learning sticks This interactive book with its fun and breezy style illustrates the authors point of view that learning should be active and enjoyable Playful illustrations demonstrate the solid research that backs up the authors contentions and help readers separate learning myth from fact to dispel beliefs and practices that often harm the instructional process *Beyond Telling Ain't Training Fieldbook* Harold D. Stolovitch, 2023-05-26 An essential companion guide for implementing the powerful principles of Telling Ain't Training A field companion to the original Telling Ain't Training the *Beyond Telling Ain't Training Fieldbook* includes a detailed action plan and support materials to help you transform telling to training Like its predecessor this fieldbook features a fun interactive format and easy to navigate icons Worksheets assessments and tools will enable your organization to realize the true value of workplace learning ***Beyond Telling Ain't Training Fieldbook*** Harold D. Stolovitch, Erica J. Keeps, 2005 Telling Ain't Training has become a classic book in the field of workplace learning and readers have taken to heart the book's central admonition to be learner advocates who seek to transform learners This book provides

you with actions and support materials to allow you to implement these powerful principles in your organization Careers For Dummies Marty Nemko, 2018-06-19 Feeling stuck Find out how to work toward the career of your dreams If you're slogging through your days in a boring or unrewarding job it may be time to make a big change Careers For Dummies is a comprehensive career guide from a top career coach and counselor that will help you jump start your career and your life Dive in to learn more about career opportunities with a plethora of job descriptions and the certifications degrees and continuing education that can help you build the career you've always wanted Whether you're entering the workforce for the first time or a career oriented person who needs or wants a change this book has valuable information that can help you achieve your career goals Find out how you can build your personal brand to become more attractive to potential employers how to create a plan to get from here to there on your career path and access videos and checklists that help to drive home all the key points If you're not happy in your day to day work now there's no better time than the present to work towards change Get inspired by learning about a wide variety of careers Create a path forward for a new or better career that will be rewarding and fun Determine how to build your personal brand to enhance your career opportunities Get tips from a top career coach to help you plan and implement a strategy for a more rewarding work life Careers For Dummies is the complete resource for those looking to enhance their careers or embark on a more rewarding work experience *The Telling Ain't Training Fieldbook* Harold D. Stolovitch, 2005 *Training That Delivers Results* Dick Handshaw, 2014-05-28 This book offers a far better way to educate employees one that connects learning solutions with strategic business goals When companies recognize the need for training in a specific topic they often apply the same standard instruction they utilized the last time they addressed a need for training which was in a completely different area However a one size fits all approaches rarely work anywhere especially in the professional world With more than 30 years of experience as a learning and performance improvement professional author Dick Handshaw proposes that organizations cannot simply tell their trainers what to teach but rather they need to proactively collect data to define problems and develop unique training interventions Handshaw's results oriented model is systematic yet flexible and works for both instructor led training and e learning In *Training That Delivers Results* you will learn how to Analyze performance gaps Create targeted performance objectives and connect them with the right measurement tools Determine the best instructional strategy and the appropriate media Build consensus with project blueprint meetings Evaluate the effectiveness of training and use the data to continually improve Training will not be effective and beneficial in sustaining rewarding ways unless the employee education experience is successfully linked with the overall business goals *Training That Delivers Results* supplies the tools worksheets and assessments needed to tie the learning experience to enhanced performance outcomes and deliver sustainable quantifiable business results *Training ,2006* *Introducing Story-Strategic Methods* Robert Strauss, 2017-03-17 The purpose of *Introducing Story Strategic Methods* is to awaken us in the cross cultural context Our natural tendency is to be asleep to our own cultural values and

core worldview assumptions This tendency applies as well to our expectations in the cross cultural context For example in what ways would a justice pattern of culture orient our speech and behavior To what degree is a justice pattern of culture different from an honor pattern of culture The book asserts that culture matters in effective communication Going further to what degree does a story told from the Bible nullify the power of culture Often we assume that the biblical story trumps culture It does not The book affirms rigorously that culture is much more powerful than we first suppose If in fact culture trumps the biblical story Therefore understanding and skills are required for effective engagement across cultures Strategic storytelling is a twelve step methodology that addresses the problems of miscommunication and syncretism that plague the cross cultural context It offers a step by step solution that promises success Insights are firmly rooted in Scripture and equally grounded in empirical research from the social sciences The stories told throughout the book are true The answers are compelling

Safety Culture James Roughton, Nathan Crutchfield, 2013-08-07 Current safety and risk management guidelines necessitate that organizations develop and formally manage their understanding and knowledge of the standards and protocols of risk management The impact of communication and human performance on the identification and control of hazards and associated risk must be addressed in a structured manner This core reference provides a complete guide to creating a comprehensive and effective safety culture Safety Culture is a reference for safety and risk professionals and a training text for corporate based learners and students at university level The book will keep safety and risk management professionals up to date and will provide the tools needed to develop consistent and effective organizational safety protocols How to develop a foundation to improve the perception of safety analyze the organizational culture and its impact on the safety management system and review the importance of developing an influential network Provides a format for establishing goals and objectives discusses the impact of leadership on the safety management system and the roles and responsibilities needed as well as methods to gain employee participation Tools to enhance the safety management system the education and training of employees how to assess the current safety management system and the process of curation is introduced

Once Upon A Time Terrence L. Gargiulo, 2007-06-30 Terence Gargiulo's breakthrough communications and storytelling are amply demonstrated with dozens of corporate examples And the best part Gargiulo shows us step by step how to create this storytelling communication magic in our own organizations The competencies assessed by the instrument represent the nine essential communication behaviors that need to be developed and cultivated in all of today's leaders and managers Modeling Telling Selecting Indexing Synthesizing Reflecting Eliciting Listening and Observing Once Upon a Time will show you how to develop exceptional communication skills and it will serve as an invaluable resource for helping others do the same Stories are a natural part of how we communicate Yet many of us are unaware of the different ways we use stories This book will take the intuitive aspects of communicating through stories and break it down into repeatable practices and essential competencies The story based activities in the second half of the book will give you powerful easy to lead structured

experiential exercises that can be used in a variety of settings and for lots of different purposes that go beyond training

Human Performance Improvement William J. Rothwell, Carolyn K. Hohne, Stephen B. King, 2012-06-14 Today's dynamic organizations must achieve positive results in record time a challenge that requires managers to avoid problems before they arise and to solve these issues quickly Human Performance Improvement HPI is a powerful tool that can be used to help build intellectual capital establish and maintain a high performance workplace enhance profitability and encourage productivity as well as increase return on equity and improved safety Written by a group of highly respected authors in the field this book will show you how to discover and analyze performance gaps plan for future improvements in human performance design and develop cost effective interventions to close performance gaps

Job Hazard Analysis James Roughton, Nathan Crutchfield, 2015-11-25 Job Hazard Analysis A Guide for Voluntary Compliance and Beyond Second Edition provides a complete reference for performing JHA and setting up a JHA program The book identifies the basic job steps and tasks their associated hazards and risks and safe operating procedures and hazard controls based on this analysis Authors James Roughton and Nathan Crutchfield argue that the JHA should be the centerpiece of any risk control and occupational safety and health program However the traditional JHA has potential problems in gathering and analysis of task data and with its focus on the sequence of steps can miss the behavioral effects and the systems interactions between tools equipment materials work environment management and the individual worker The concepts are presented for the JHA incorporating elements from Behavior Based Safety and Six Sigma Readers are taken through the whole process of developing tools for identifying workplace hazards developing systems that support hazard recognition developing an effective JHA and managing a JHA based program that can be easily incorporated into occupational safety and health management systems thus allowing businesses to move from mere compliance to a pro active safety management The book is supported by numerous examples of JHAs end of chapter review questions sample checklists action plans and forms Provides a basic understanding of the JHA process and a more in depth background on the human performance improvement for a successful JHA program implementation Methodically develops the risk assessment basics needed within the JHA process Presents expanded resources that are useful in safety systems Incorporates elements from Behavior Based Safety and Six Sigma

Cases on Human Performance Improvement Technologies Stefaniak, Jill E., 2015-03-31 Management professionals regularly seek new cost effective ways to influence employee behavior to advance productivity and competency within their organization While best practices are often taught in the classroom many students lack an understanding of the real world challenges professionals face Cases on Human Performance Improvement Technologies presents a collection of teaching cases that demonstrate the real world application of digital tools for human performance enhancement across a variety of settings Utilizing a problem based instructional technique the cases presented in this publication include the challenges and solutions industry professionals encounter This publication is an essential reference source for educators upper level students and

practitioners in the fields of human computer interaction organizational development educational technology and business management

The Trainer's Portable Mentor Terrence L. Gargiulo, Ajay Pangarkar, Teresa Kirkwood, 2008-06-23 This highly accessible comprehensive resource shares the passions and key lessons from an all star cast of respected training professionals The authors covers a range of training topics from designing writing delivering measuring and managing training to developing business acumen They have divided the book into five sections Designing Training Delivering Training Workforce Performance and Learning Measurement and Evaluation and Professional Development including over 60 articles as well as additional resources on a special Web site helpful checklists case studies and assessments throughout and an easily customizable CD The Trainer s Portable Mentor is ideal for anyone new to the field of training and development as well as veterans looking for succinct practical nuggets they can put to use right away

Cases on Learning Design and Human Performance Technology Stefaniak, Jill, 2019-07-05 As a company grows and new business opportunities are presented there is an expectation that employee performance will grow and improve as the organization does One method to improve performance is through systematic data driven technology that analyzes all affecting aspects of an organization A better understanding of how this quality improving technology can be integrated within a variety of different industries is needed in order to develop strategies and interventions that address an organizational need Cases on Learning Design and Human Performance Technology provides a collection of cases that demonstrate how principles of learning design and human performance technology have been employed within organizations in a variety of industries to address business problems quality improvement initiatives and business opportunities While highlighting topics including intervention design workflow procedures and employee development this book is ideally designed for managers executives human resources IT specialists academicians business professionals industry practitioners researchers and students

Why Nobody Wants to Go to Church Anymore Thom Schultz, Joani Schultz, 2013-10-01 This book will forever change the way you think about church The statistics are clear The American church is in decline People are leaving in astounding numbers with no sign of a turnaround And despite church leaders best efforts to stem the tide more than 80 percent of people are finding something better to do on Sunday mornings Why Is there hope for the future of the church In this groundbreaking new book Thom and Joani Schultz expose the church practices that are driving people away and thwarting spiritual growth Yet they also reveal what can bring them back the four keys to reaching the unchurched and the dechurched The bad news Your church is probably missing the mark when it comes to the core of Christianity The good news There s hope Lots of it The truth may surprise you but it can also transform your ministry into something truly irresistible

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