TAEDES401A Design And Develop Learning Programs

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Long Life Learning   Dec 25 2021 A visionary guide for the future of learning and work Long Life Learning: Preparing for Jobs That Don't Even Exist Yet offers readers a fascinating glimpse into a near-future where careers last 100 years, and education lasts a lifetime. The book makes the case that learners of the future are going to repeatedly seek out educational opportunities throughout the course of their working lives — which will no longer have a beginning, middle, and end. Long Life Learning focuses on the disruptive and burgeoning innovations that are laying the foundation for a new learning model that includes clear navigation, wraparound and funding supports, targeted education, and clear connections to more transparent hiring processes. Written by the former chief innovation officer of Strada Education Network's Institute for the Future of Work, the book examines: How will a dramatically extended lifespan affect our careers? How will more time in the workforce shape our educational demands? Will a four-year degree earned at the start of a 100-year career adequately prepare us for the challenges ahead? Perfect for anyone with an interest in the future of education and Clayton Christensen's theories of disruptive innovation, Long Life Learning provides an invaluable glimpse into a future that many of us have not even begun to imagine.

Reimagining Digital Learning for Sustainable Development   Oct 11 2020 Reimagining Digital Learning for Sustainable Development is a comprehensive playbook for education leaders, policy makers, and other key stakeholders leading the modernization of learning and development in their institutions as they build a high value knowledge economy and prepare learners for jobs that don't yet exist. Currently, nearly every aspect of human activity, including the ways we absorb and apply learning, is influenced by disruptive digital technologies. The jobs available today are no longer predicators of future employment, and current and future workforce members will need to augment their competencies through a lifetime of continuous upskilling and reskilling to meet the demands of the Fourth Industrial Revolution. This book features curated insights and real-world cases from thought leaders throughout the world and identifies major shifts in content formats, pedagogic approaches, technology frameworks, user and design experiences, and learner roles and expectations that will reshape our institutions, including those in emerging economies. The agile, lean, and cost-effective strategies proposed here will function in scalable and flexible bandwidth environments, enabling education leaders and practitioners to transform brick-and-mortar learning organizations into digital and blended ecosystems and to achieve the United Nation's ambitious Sustainable Development Goals by 2030.

Motor Learning and Development 2nd Edition   Aug 21 2021 Motor Learning and Development, Second Edition With Web Resource, provides a foundation for understanding how humans acquire and continue to hone their movement skills throughout the life span.

The Change Book Feb 24 2022 The Change Book provides a practical collection of tips and advice for anyone dealing with or managing organizational change. You will learn about change management, how to plan for change, how to create a communication strategy, and more. While not a comprehensive guide to leading change, this concise book contains an array of useful insights for change managers and is a great resource for people new to the concept or change.

Getting Your Money's Worth from Training and Development   Jun 06 2020 This book fills a need for trainers, participants, and managers by providing a practical guide on how to get the most from a learning and development program. The book offers proven tools that help training participants get the most from the programs and includes the tools necessary to the transfer and application of critical new learning. The book explains how to create an environment that supports the participant's successful transition from program learning to producing valuable results. The tools and suggestions are a formula for success that will add value to virtually any learning and development initiative.

Changing Higher Education   Sep 09 2020 In this book leading researchers in the field analyse in-depth the many changes that have taken place in learning and teaching in higher education over the last thirty years, with a detailed look at likely and desirable scenarios in the future.

Increasing Learning & Development's Impact through Accreditation   Feb 01 2020 This book provides a guide to the process of accrediting training programs, sets out how to achieve consistent measurement of the results of training, and explains why accreditation is critical for capturing and developing today's workers' skills, aiding retention, and boosting strategic organizational credibility with millennials. Workplace and executive training is a multi-billion dollar industry and yet an enormous percentage of that budget is spent on programs that have never been rigorously examined to ensure that they are fit for purpose and deliver value for the money. If you're signing off on that budget, or asking your people to spend time on training programs, shouldn't that concern you? Training accreditation offers vital quality assurance, ensures global consistency of results and delivers accountability for learning and performance outcomes. Apart from delivering better results and greater ROI, organizations can differentiate themselves from their competitors in the employment marketplace by offering accredited proprietary training. After all, digital natives, and indeed all of today's most talented potential employees, expect (and increasingly demand) the high quality, engaging and transferable employee development that only accredited programs can deliver. Aligning with the standards set by the International Association of Continuing Education and Training (IACET) – today's premier accreditation body for training programs – the authors offer principles for quality program structure, delivery, and improvement needed to achieve accreditation. They share practices used by high quality training program managers today, covering business alignment and program administration along with the planning, design, delivery and evaluation of learning systems.

10 Steps to Develop Great Learners   Jun 26 2019 John and Kyle Hattie offer a 10-step plan to nurturing curiosity and intellectual ambition and providing a home environment that encourages learning. These steps based on the strongest of research evidence and packed full of practical advice can be followed by any parent to support learning and maximise the potential of their children.

Developing a Learning Classroom   Jun 30 2022 Discover powerful ways to connect with your students! All too often, managing a classroom means gaining control and implementing rules. Designed for any teacher struggling with student behavior, motivation, and engagement, this book explores how to create a thriving, learning-centered classroom through relationships, relevance, and rigor. Filled with classroom stories and immediate action steps, the book shows how to: Develop an interactive learning mindset Create a safe environment where students flourish Uncover a student's learning profile as well as your own teaching style Create classroom practices and procedures with student input Use brain-based instructional strategies to keep students engaged

Play to Learn   Jan 26 2022 When trainers use games, learners win big. As a trainer interested in game design, you know that games are more effective than lectures. You've seen firsthand how immersive games hold learners' interest, helping them explore new skills and experience different points of view. But how do you become the Milton Bradley of learning games? Play to Learn is here to help. This book bridges the gap between instructional design and game design; it's written to grow your game literacy and strengthen crucial game design skills. Experts Sharon Boller and Karl Kapp share real examples of in-person and online games, and offer an online game for you to try as you read. They walk you through evaluating entertainment and learning games, so you can apply the best to your own designs. Play to Learn will also show you how to: Link game design to your business needs and learning objectives. Test your prototype and refine your design. Deploy your game to motivated and excited learners. So don't just play around. Think big, design well, and use Play to Learn as your guide.

Learning Technologies and User Interaction   Jul 28 2019 Learning Technologies and User Interaction explores the complex interplay between educational technologies and those who rely on them to construct knowledge and develop skills. As learning and training continue to move onto digital platforms, tools such as artificial intelligence, predictive analytics, video games, virtual reality, and more hold considerable potential to foster advanced forms of synergy across contexts. Showcasing a variety of contributors who are attuned to today's networked technologies, environments, and learning dynamics, this book is ideal for students and scholars of educational technology, instructional design, professional development, and research methods.

Neuroscience for Learning and Development   May 18 2021 In order to design and deliver effective learning and development initiatives, it is essential to understand how our brains process and retain information. Neuroscience for Learning and Development introduces the latest research and concepts, equipping L&D and training professionals with an understanding of the inner workings of the mind. Covering areas such as how to create effective learning environments, promoting motivation and how to make learning 'stickier' through the use of stories, the book offers practical tools and ideas that can be applied in a variety of contexts, from digital learning and in-person training sessions, to coaching conversations, to lectures and presentations. Neuroscience for Learning and Development also features insights from L&D practitioners who have applied these approaches. Readers will not only find new techniques they can

implement straight away, but will also discover research that backs up what they are already doing well, enabling them to put convincing cases to budget holders. This updated second edition contains new chapters on digital learning and on the importance of sleep, as well as updated wider content and new material on mindfulness, learning through your senses and the neuroscience of habits.

Action Learning in Schools   Jun 18 2021 Teaching is becoming increasingly complex in the 21st Century, creating a need for more sophisticated frameworks to support teachers' professional learning. Action learning is one such framework and has been used for workplace learning in business settings for many years. It is now becoming increasingly popular in school and university settings, but it is often misunderstood. This book clarifies what action learning is, linking key concepts to illustrate that it is not merely a process, but a dynamic interaction between professional learning, communities, leadership and change. The book brings together more than a decade of the authors' research in school-based action learning. Rich and diverse, the research draws on more than 100 case studies of action learning by teams of teachers in schools. The authors: provide practical advice on how to initiate and sustain action learning; explain the interaction between action learning, teacher development, professional learning, community building, leadership and change; and illustrate how action learning can link to classroom practice so closely that it becomes part of what teachers do, rather than an added impost. Addressing the highs and lows, the successes and failures, and their underlying causes, Action Learning in Schools provides insights into theories of cooperation, innovation, leadership and community formation to inform individual projects and large-scale school improvement initiatives. It will be of interest to teacher educators, pre-service and experienced teachers alike, as well as school and education system managers and policymakers keen to enhance teacher professional learning and educational outcomes for students.

Organizational Learning and Development   Aug 28 2019 It is now widely accepted that organizational maturity is dependent on being able to reorganize on a continuous basis and learn faster and more effectively than your competitors. Organizations that want to be sure they are competing at the highest level need clear indicators that their organizational learning and development capability is fully functional. This new book by Paul Kearns focuses on the need for an evidence-based approach to learning and development, bringing together the author's extensive knowledge of HRM and organizational learning with new developments in the field. The book demonstrates how evidence evaluation can improve professionalism in organizational design and development, showing that this approach can create value not just for shareholders, but for employees and society as a whole. Organizational Learning and Development: From an Evidence Base is the perfect book for postgraduate students studying on evidence-based HRM courses and for the reflective learning and development practitioner.

Developing Expertise for Teaching in Higher Education   Feb 12 2021 This book provides a contemporary view of the characteristics of expertise for teaching in higher education, based on the strong foundation of research into expertise, and empirical and practical knowledge of the development of teaching in higher education. Taking key themes related to the characteristics of expertise, this edited collection delivers practical ideas for supporting and enabling professional learning and development in higher education as well as theoretical constructs for the basis of personal reflection on practice. Providing an accessible, evidence-informed theoretical framework designed to support individuals wishing to improve their teaching, Developing Teaching Expertise in Higher Education considers teaching excellence from an expertise perspective, and discusses how it might be supported and available to all. It invites a call to action to all policy makers and strategic leaders who make a claim for teaching excellence to consider how professional learning and the development of expertise can be embedded in the culture, environment and ways of working in higher education institutions. Full of practical examples, based on scholarship and experience, to guide individual teachers, educational developers and policy makers in higher education, this book is a must-read text for those new to teaching in higher education and those looking to improve their practice.

Engaging in the Scholarship of Teaching and Learning   May 06 2020 This is a book for anyone who has ever considered engaging in the scholarship of teaching and learning – known familiarly as SoTL – and needs a better understanding of what it is, and how to engage in it. The authors describe how to create a SoTL project, its implications for promotion and tenure, and how it fosters: * Increased satisfaction and fulfillment in teaching * Improved student learning * Increased productivity of scholarly publication * Collaboration with colleagues across disciplines * Contributing to a growing and important body of literature This guide provides prospective SoTL scholars with the necessary background information, foundational theory, tools, resources, and methodology to develop their own SoTL projects, taking the reader through the five stages of the process: Generating a research question; Designing the study; Collecting the data; Analyzing the data; and Presenting and publishing your SoTL project. Each stage is illustrated by examples of actual SoTL studies, and is accompanied by worksheets to help the reader refine ideas and map out his or her next steps. The process and worksheets are the fruit of the successful SoTL workshops the authors have offered at their institution for many years. SoTL differs from scholarly and reflective teaching in that it not only involves questioning one's teaching or a teaching strategy, but also formally gathering and exploring evidence, researching the literature, refining and testing practices, and finally going public. The purpose of SoTL is not just to make an impact on student learning, but through formal, peer-reviewed communication, to contribute to the larger knowledge base on teaching and learning. While the roots of SoTL go back some 30 years, it was Ernest Boyer in his classic Scholarship Reconsidered who made the case for the parity of the scholarships of integration, of discovery, of application, and of scholarship of teaching as vital to the health of higher education. Glassick, Huber, and Maeroff 's subsequent Scholarship Assessed articulated the quality standards for SoTL, since when the field has burgeoned with the formation of related associations, a proliferation of

conferences, the launching of numerous journals, and increasing recognition and validation by institutions.

Teaching and Learning Practices That Promote Sustainable Development and Active Citizenship   Apr 04 2020
The profound changes that we are experiencing at the political, environmental, economic, social, and cultural levels of our "postmodern" society pose immense challenges to education. In order to empower students to analyze, reflect, and take action for a sustainable world, the learning and educational process must be experienced in the context of citizenship; that is, it must be designed, planned, and implemented having global sustainability as a framework, thus developing societal awareness, values, and principles. Teaching and Learning Practices That Promote Sustainable Development and Active Citizenship is an essential research book that provides comprehensive research on education as a fundamental factor in empowering citizens to understand and act on the multiple risks and challenges to the sustainability of our society and world. Highlighting a range of critical learning strategies such as global and critical education, development education, and transformational education, among others, this book is ideal for academicians, education professionals, researchers, policymakers, and students.

Learning and Development   Apr 16 2021 Gain the fundamental knowledge and skills you need to plan and implement an effective L&D strategy with this essential guide from the HR Fundamentals series.

The SAGE Handbook of Management Learning, Education and Development   Sep 29 2019 The scholarship of management teaching and learning has established itself as a field in its own right and this benchmark handbook is the first to provide an account of the discipline. Original chapters from leading international academics identify the key issues and map out where the discipline is going. Each chapter provides a comprehensive and critical overview of the given topic area, highlights current debates and reviews the emerging research agenda. Chapters embrace the study of organizations as a whole, the concepts of individual and collective learning, the delivery of formal management education and the facilitation of management development. Through consideration of these themes the Handbook analyzes, promotes and critiques the contribution of management learning, education and development to management understanding. It will be an invaluable point of reference for all students and researchers interested in broadening their understanding of this exciting and dynamic new field.

Learning, Teaching and Development   Apr 28 2022 This best practice guide to teaching in the Further Education and Skills sector, and professional organisational learning contexts, examines the key concepts underpinning effective teaching and learning and combines this with case studies which demonstrate meaningful connections between theory and practice. Each chapter also contains discussion questions, learning activities and reflective points, allowing you to further engage with key research and relate it to your own teaching. Offering pragmatic advice on learning design, support and delivery, coverage includes: Identifying learning needs and objectives Selecting and developing appropriate content Using technology to enhance learning Assessment, evaluation and reflection This is an indispensable resource for anyone preparing to teach in Further Education, current Higher Education lecturers and work-based learning trainers in private and public-sector organisations. Lyn Ashmore is a Senior Lecturer in the School of Education and Professional Development and Denise Robinson is Director of the Post Compulsory Education & Training Consortium, both are based at the University of Huddersfield.

EBOOK: Developing Thinking; Developing Learning   Jul 20 2021 "This highly informative book provides a comprehensive guide to the teaching of thinking skills in primary and secondary education." Learning and Teaching Update It is now recognised that thinking skills, such as problem-solving, analysis, synthesis, creativity and evaluation, can be nurtured and developed, and education professionals can play a significant role in shaping the way that children learn and think. As a result, schools are being encouraged to make greater use of thinking skills in lessons and the general emphasis on cognition has developed considerably. This book offers a comprehensive introduction to thinking skills in education and provides detailed guidance on how teachers can support cognitive development in their classrooms. Developing Thinking; Developing Learning discusses how thinking programmes, learning activities and teachers' pedagogy in the classroom can fundamentally affect the nature of pupils' thinking, and considers the effects of the learning environment created by peers and teachers. It compares the nature, design and outcomes of established thinking programmes used in schools and also offers practical advice for teachers wishing to develop different kinds of thinking capabilities. This is an indispensable guide to thinking skills in schools today, and is key reading for education studies students, teachers and trainee teachers, and educational psychologists.

The Learning and Development Handbook   Nov 23 2021 The skills needed in today's business world are not the same as they were in the past. Therefore, upskilling, reskilling and developing staff has never been more important. However, classroom training isn't the best way to achieve this with employees forgetting more than 70% of what they've been taught within just one day. Learning outside the workplace is social, digital and immediate and companies need to embrace this to achieve the productivity, performance and revenue benefits that come from effective learning. The Learning and Development Handbook is a practical guide for L&D professionals wanting to move away from traditional classroom teaching but not sure where to start. Full of practical tips and advice, this is urgent reading for anyone in the learning profession. The Learning and Development Handbook includes advice on how to embed social and digital learning, make the most of blended learning, adopt brain-friendly learning and design more effective learning content for improved employee engagement and performance. This book also provides guidance on how to identify learning needs in an organization, gather evidence to engage stakeholders and align L&D strategy with overall business strategy. There is also expert guidance on how to evaluate and measure the effectiveness of learning, where to find the data needed to support learning activity. Written by an L&D practitioner, for L&D practitioners, this book is packed full of tips, hints, tools and models that can

be used to improve both employee and overall business performance in the immediate, middle-term and long-term future.

Cultural-Historical Approaches to Studying Learning and Development   Nov 11 2020 This collection of papers examines key ideas in cultural-historical approaches to children's learning and development and the cultural and institutional conditions in which they occur. The collection is given coherence by a focus on the intellectual contributions made by Professor Mariane Hedegaard to understandings of children's learning through the prism of the interplay of society, institution and person. She has significantly shaped the field through her scholarly consideration of foundational concepts and her creative attention to the fields of activity she studies. The book brings together examples of how these concepts have been employed and developed in a study of learning and development. The collection allows the contributing scholars to reveal their reactions to Hedegaard's contributions in discussions of their own work in the field of children's learning and the conditions in which it occurs.

The Learning & Development Book   Nov 04 2022 Written for the experienced professional who lacks time and is juggling many responsibilities, but who yearns to be more effective with their professional development programmes, this provides simple ideas and concepts which illustrate best practices for improving learning and development teaching skills. It offers clear, concise advice based on real-world experience.

Creating a Learning Society   Dec 13 2020 "A superb new understanding of the dynamic economy as a learning society, one that goes well beyond the usual treatment of education, training, and R&D."—Robert Kuttner, author of The Stakes: 2020 and the Survival of American Democracy Since its publication Creating a Learning Society has served as an effective tool for those who advocate government policies to advance science and technology. It shows persuasively how enormous increases in our standard of living have been the result of learning how to learn, and it explains how advanced and developing countries alike can model a new learning economy on this example. Creating a Learning Society: Reader's Edition uses accessible language to focus on the work's central message and policy prescriptions. As the book makes clear, creating a learning society requires good governmental policy in trade, industry, intellectual property, and other important areas. The text's central thesis—that every policy affects learning—is critical for governments unaware of the innovative ways they can propel their economies forward. "Profound and dazzling. In their new book, Joseph E. Stiglitz and Bruce C. Greenwald study the human wish to learn and our ability to learn and so uncover the processes that relate the institutions we devise and the accompanying processes that drive the production, dissemination, and use of knowledge . . . This is social science at its best."—Partha Dasgupta, University of Cambridge "An impressive tour de force, from the theory of the firm all the way to long-term development, guided by the focus on knowledge and learning . . . This is an ambitious book with far-reaching policy implications."—Giovanni Dosi, director, Institute of Economics, Scuola Superiore Sant'Anna "[A] sweeping work of macroeconomic theory."—Harvard Business Review

Transforming the Workforce for Children Birth Through Age 8   Oct 23 2021 Children are already learning at birth, and they develop and learn at a rapid pace in their early years. This provides a critical foundation for lifelong progress, and the adults who provide for the care and the education of young children bear a great responsibility for their health, development, and learning. Despite the fact that they share the same objective - to nurture young children and secure their future success - the various practitioners who contribute to the care and the education of children from birth through age 8 are not acknowledged as a workforce unified by the common knowledge and competencies needed to do their jobs well. Transforming the Workforce for Children Birth Through Age 8 explores the science of child development, particularly looking at implications for the professionals who work with children. This report examines the current capacities and practices of the workforce, the settings in which they work, the policies and infrastructure that set qualifications and provide professional learning, and the government agencies and other funders who support and oversee these systems. This book then makes recommendations to improve the quality of professional practice and the practice environment for care and education professionals. These detailed recommendations create a blueprint for action that builds on a unifying foundation of child development and early learning, shared knowledge and competencies for care and education professionals, and principles for effective professional learning. Young children thrive and learn best when they have secure, positive relationships with adults who are knowledgeable about how to support their development and learning and are responsive to their individual progress. Transforming the Workforce for Children Birth Through Age 8 offers guidance on system changes to improve the quality of professional practice, specific actions to improve professional learning systems and workforce development, and research to continue to build the knowledge base in ways that will directly advance and inform future actions. The recommendations of this book provide an opportunity to improve the quality of the care and the education that children receive, and ultimately improve outcomes for children.

Faculty Development and Student Learning   Aug 09 2020 Colleges and universities across the US have created special initiatives to promote faculty development, but to date there has been little research to determine whether such programs have an impact on students' learning. Faculty Development and Student Learning reports the results of a multi-year study undertaken by faculty at Carleton College and Washington State University to assess how students' learning is affected by faculty members' efforts to become better teachers. Extending recent research in the Scholarship of Teaching and Learning (SoTL) to assessment of faculty development and its effectiveness, the authors show that faculty participation in professional development activities positively affects classroom pedagogy, student learning, and the overall culture of teaching and learning in a college or university.

Revolutionize Learning & Development   Sep 21 2021 Transform learning and development practices to make

your programs relevant and meaningful Existing training and development practices need a major overhaul. Learning and development practitioners and managers must increasingly face the fact that old methods are no longer relevant in today's tech-savvy world and, in many cases, they simply don't work. In Revolutionize Learning and Development, you'll get a straightforward look at how people really learn and get introduced to practical steps for rethinking, redesigning, and reestablishing learning delivery. This book shows you how to take advantage of new understandings and new technologies so you can make a meaningful impact on your organization. In four sections, the book lays out crucial background knowledge, conceptual frameworks, and practical steps for transforming learning and development so that it has the greatest return for businesses. Managers, practitioners, and executives will benefit from the illustrations, vignettes, and sidebars that highlight the author's advice and expertise. Learn to avoid the pitfalls of outdated and irrelevant learning solutions, including those that ignore the importance of clear objectives, proper execution, and thorough evaluation Discover the practical steps for implementing the best and most effective strategies for making the most of training programs Benefit from a thorough examination of what happens when managers and practitioners make major changes in strategy, leadership, and technology Get familiar with the roles of research-based frameworks, performance support, and informal learning Don't let learning and development myths derail you. Find out how to breathe new life into your programs with practical guidance designed to inspire today's best learning technology solutions.

Learning, Training, and Development in Organizations   Jan 14 2021 This scholarly book in SIOP's Organizational Frontier series looks at research on enhancing knowledge acquisition and its application in organizations. It concentrates on training, design and delivery given the changing nature of work and organizations. Now that work is increasingly complex, there is greater emphasis on expertise and cognitive skills. Advances in technology such as computer simulations and web-based training are necessitating a more active role for the learner in the training process. In the broad context of the organization systems, this book promotes learning and development as a continuous lifelong endeavor.

The Role of Interest in Learning and Development   Mar 04 2020 Interest is just emerging as a critical bridge between cognitive and affective issues in both learning and development. This developing "interest" in interest appears to be linked to an increasing concern for studying the individual in context, examining affective variables as opposed to purely structural features of text, analyzing the interrelationship of cognitive and social development, understanding practical applications of theories of motivation, and recognizing the importance of developmental psychology for the study of learning. This book addresses both how individual interest and interest inherent in stimuli (books, text, toys, etc.) across subjects affect cognitive performance. While the book's particular emphasis is on theory-driven research, each of the contributing authors offers a unique perspective on understanding interest and its effects on learning and development. As such, each has contributed a chapter in which particular questions in interest research are described and linked to a clearly stated theoretical perspective and recent findings. Relevant material from the broader literatures of psychology and education are analyzed in the context of these discussions. In addition, the introductory and concluding chapters build on the contributions to the volume by providing the basis of a coherent view of interest across genres such as stories and expository text, and domains as varied as play, reading, and mathematics.

Design Thinking for Training and Development   Oct 03 2022 Better Learning Solutions Through Better Learning Experiences When training and development initiatives treat learning as something that occurs as a one-time event, the learner and the business suffer. Using design thinking can help talent development professionals ensure learning sticks to drive improved performance. Design Thinking for Training and Development offers a primer on design thinking, a human-centered process and problem-solving methodology that focuses on involving users of a solution in its design. For effective design thinking, talent development professionals need to go beyond the UX, the user experience, and incorporate the LX, the learner experience. In this how-to guide for applying design thinking tools and techniques, Sharon Boller and Laura Fletcher share how they adapted the traditional design thinking process for training and development projects. Their process involves steps to: • Get perspective. • Refine the problem. • Ideate and prototype. • Iterate (develop, test, pilot, and refine). • Implement. Design thinking is about balancing the three forces on training and development programs: learner wants and needs, business needs, and constraints. Learn how to get buy-in from skeptical stakeholders. Discover why taking requests for training, gathering the perspective of stakeholders and learners, and crafting problem statements will uncover the true issue at hand. Two in-depth case studies show how the authors made design thinking work. Job aids and tools featured in this book include: • a strategy blueprint to uncover what a stakeholder is trying to solve • an empathy map to capture the learner's thoughts, actions, motivators, and challenges • an experience map to better understand how the learner performs. With its hands-on, use-it-today approach, this book will get you started on your own journey to applying design thinking.

Learning as Development   Sep 02 2022 Learning is the foundation of the human experience. It begins at birth and never stops, a continuous and malleable link across life stages of human development. Disparities in learning access and outcomes around the world have deep consequences for income, social mobility, health, and well-being. For international development practitioners faced with today's unprecedented environmental and geopolitical pressures, learning should be viewed as a touchstone and target for those seeking to truly effect global change. This book traces the path of international development work—from its pre-colonial origins to the emergence of economics as the dominant discipline in the field—and lays out a new agenda for policymakers, researchers, and practitioners, from early education through adulthood. Learning as Development is an attempt to rethink international education in a changing world.

Adult Learning and Development   Mar 16 2021 Adult education occurs whenever individuals engage in sustained, systematic learning in order to affect changes in their attitudes, knowledge, skills, or belief systems. Learning, instruction, and developmental processes are the primary foci of educational psychology research and theorizing, but educational psychologists' work in these domains has centered primarily on the childhood and adolescent school years. More recently, however, a number of educational psychologists have studied learning and development in adulthood. The results of these efforts have resulted in what is now called adult educational psychology. The purpose of this volume is to introduce this new subfield within educational psychology. Section 1 focuses on the interplay between learning and development in adulthood, how various forms of instruction lead to different learning outcomes for adults, description of the diverse social contexts in which adult learning takes place, and the development of metacognitive knowledge across the life span. Section 2 describes both research and theory pertaining to adult intellectual functioning, thinking, and problem-solving skills within various contexts. Section 3 describes research in a variety of adult learning domains; discusses the cognitive and behavioral dimensions of reading in adulthood and the applications of reading in real-life circumstances; examines an educational intervention developed to promote forgiveness; and relates the outcomes of an intervention designed to educate parents about their children's mathematics learning. Section 4 summarizes the themes and issues running throughout this, the first book that has sought to span the gulf between adult education, adult development, and educational psychology.

Developing Teachers   Oct 30 2019 Effective schools or improving schools are fashionable terms in the rhetoric of recent education movements, yet the heart of these movements is often more to do with teaching quality than with school practice. This book takes a holistic view of teacher development, examining the contexts and conditions of teaching: school leadership and culture; teachers' lives and histories; change; teacher learning, competence and expertise; and the moral purposes of teaching. Day looks at the conditions under which teacher development may be enhanced, and brings together research and other information, from the UK and overseas.

Workplace Learning   Mar 28 2022 For a company to compete effectively in today's business environment, its employees need to be adaptive and agile so they can develop the required skills and knowledge. To achieve this, L&D professionals must create a culture of workplace learning that encourages employees to constantly develop. This means moving away from the traditional approach of simply offering a catalogue of courses to embedding learning in every part of the company. Workplace Learning is a practical guide to all aspects of developing a culture of continuous workplace learning, from how to introduce and implement this culture to how to develop it. Showing that learning is not finite and is instead something that all employees should be doing continuously throughout their careers, Workplace Learning covers how to identify key areas to focus the most effort on, measure success and determine next steps. It also outlines how to use technology to support workplace learning from MOOCs through to apps such as Knewton and Degreed. Packed with case studies from organizations who have effectively established outstanding workplace learning including Microsoft, PriceWaterhouseCoopers (PwC), HT2 and The Happy Company, this is essential reading for L&D professionals looking to make a real difference to the development of their staff and the future success of their organizations.

Playful Learning   Jul 08 2020 Parents have a unique opportunity to harness their children's curiosity and channel it into the development of habits of heart and mind that will serve them throughout their lifetime. Playful learning is the magic that takes place when we meld a child's sense of joy and wonder with thoughtfully planned learning experiences.

Elevating Learning & Development   Aug 01 2022 The defining attributes of the 21st-century economy and fourth industrial revolution are innovation, technology, globalization, and a rapid pace of change. Therefore, an organization's capacity to enhance the capabilities of its workforce and create a culture of continuous learning are vital to remaining competitive. These trends make an effective learning-and-development (L&D) function more critical than ever. This compendium of articles, from L&D professionals at McKinsey & Company, discusses every facet of professional development and training-from ensuring that L&D's efforts are closely aligned with business strategy to elements of advancing the L&D function, designing learning solutions, deploying digital learning, executing flawlessly, measuring impact, and ensuring good governance. For L&D professionals seeking to hone their organization's efforts, Elevating Learning & Development: Insights and Practical Guidance from the Field is the ideal resource.

Learning and Development Effectiveness in Organisations   Jan 02 2020 This book offers an integrated and contextualised framework for learning and development (L&D) effectiveness that addresses both the nature of L&D and its antecedents and outcomes in organisations. Scholars and practitioners alike have recognised the important role that L&D plays in organisations, where the development of human capital is an essential component of individual employability, career advancement, organisational performance, and competitive advantage. The development of employees' knowledge, skills, and attitudes constitutes one of the most important HR challenges that organisations face. The evidence indicates that organisations continue to invest in L&D programmes as part of their HR strategy. In addition, there has been an enormous growth in research on L&D in organisations; however, there is some ambiguity concerning the effectiveness of these activities and it largely remains unclear how they can be best implemented. This book seeks to address this gap in the literature. The authors propose a framework for L&D effectiveness based on key findings from reviews, empirical research, and meta-analyses, as well as previously established theoretical frameworks within the field. Combining theory and practice, the new framework this book offers provides key guidance for L&D practitioners and researches interested in the area.

The Science of Learning and Development   May 30 2022 This essential text unpacks major transformations in the study of learning and human development and provides evidence for how science can inform innovation

in the design of settings, policies, practice, and research to enhance the life path, opportunity and prosperity of every child. The ideas presented provide researchers and educators with a rationale for focusing on the specific pathways and developmental patterns that may lead a specific child, with a specific family, school, and community, to prosper in school and in life. Expanding key published articles and expert commentary, the book explores a profound evolution in thinking that integrates findings from psychology with biology through sociology, education, law, and history with an emphasis on institutionalized inequities and disparate outcomes and how to address them. It points toward possible solutions through an understanding of and addressing the dynamic relations between a child and the contexts within which he or she lives, offering all researchers of human development and education a new way to understand and promote healthy development and learning for diverse, specific youth regardless of race, socioeconomic status, or history of adversity, challenge, or trauma. The book brings together scholars and practitioners from the biological/medical sciences, the social and behavioral sciences, educational science, and fields of law and social and educational policy. It provides an invaluable and unique resource for understanding the bases and status of the new science, and presents a roadmap for progress that will frame progress for at least the next decade and perhaps beyond.

  The Neuroscience of Learning and Development   Dec 01 2019 Is higher education preparing our students for a world that is increasingly complex and volatile, and in which they will have to contend with uncertainty and ambiguity? Are we addressing the concerns of employers who complain that graduates do not possess the creative, critical thinking and communication skills needed in the workplace? In the face of the evidence that our colleges and universities are failing to do so, this book harnesses what we have learned from innovations in teaching and from neuroscience to change how we deliver and create new knowledge, and indeed to transform our students, and develop their capacities for boundary spanning. Starting from the premise that our current linear, course-based, educational practices are frequently at odds with how our neurological system facilitates learning and personal development, the authors set out an alternative model that emphasizes a holistic approach to education that integrates meditative inquiry practice with self-authorship and the regulation of emotion as the cornerstones of learning, and demonstrates how these align with the latest discoveries of brain science. This book presents the science that informs the practice of compassion and peace – the science that explains the very real benefits of an intentional movement and meditative inquiry; and demonstrates its application to the classroom, to the co-curriculum, and its implications for administrative leaders who make the decisions that impact student learning and development and the environment within which faculty, administrators, and students reside. Experts in neuroscience, learning and development theory, and health practitioners outline their research and insights into how providing seemingly unintellectual learning and development opportunities for students actually stimulate portions of the brain that are needed in order for them to become problem-solvers, creators of knowledge, and effective social collaborators. The book closes by offering practical ideas for implementation, showing how simple refinements in classroom and out-of-classroom experiences can create foundations for students to develop key skills that will enhance critical thinking, creativity, overall wellbeing, compassion, and ultimately world peace.