

MOVING FROM TRAINING TO PERFORMANCE: A Practical Guidebook



An essential how-to guide for every
training and performance
professional!

MOVING FROM TRAINING TO PERFORMANCE: A Practical Guidebook

Dana Gaines Robinson and James C. Robinson, Editors/Authors
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Description

The biggest change sweeping human resource development today is the transformation in the mission of the field—one that moves away from providing skills or knowledge and toward a focus on improving human performance. In *MOVING FROM TRAINING TO PERFORMANCE*, editors Dana and Jim Robinson and some of the most respected professionals in the field show how to make this critical transition from delivering training to improving human performance.

In user-friendly chapters organized around three levels—the process, the organization, and the performer—the authors provide practical, action-oriented advice and sound examples of proven techniques and methods. The book is comprised of contributions by such industry experts as Geary Rummler, Geoff Bellman, Paul Elliott, Harold Stolovitch, Erica Keeps, Robert Brinkerhoff, Judith Robb, and Jim Fuller. *MOVING FROM TRAINING TO PERFORMANCE* is further enhanced through a number of in-depth case studies written by practitioners within the trenches of such organizations as Johnson & Johnson, Andersen Consulting, Prudential HealthCare System, Steelcase, and PNC Bank. Together, with keen insight and hands-on experience, they reveal how to achieve exceptional results by successfully shifting focus from training to performance at the process level, the organization level and the performer level.

“MOVING FROM TRAINING TO PERFORMANCE’ is a practitioner’s dream—with easy-to-understand models presented by master authors and case studies by practitioners with important lessons learned. Finally, a guide that turns what has been learned about performance improvement and its implementation into pragmatic elegance!”

—Darryl Sink, President, Darryl L. Sink & Associates, Inc.

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Testimonials

"Finally, a guide that turns what has been learned about performance improvement and its implementation into pragmatic elegance!"

"The Robinsons have gathered an all-star cast to synthesize the intelligent view of the future work of corporate training."

"Dana and Jim and their collaborators have provided a 'field guide' that is both insightful and practical."

"This book contains a line-up of authors with the expertise and credibility to move training to performance—the key challenge facing the profession."

"'MOVING FROM TRAINING TO PERFORMANCE' is essential reading for every HRD professional, and is packed with insight for managers striving to create a high-performing organization."