



# The Six Disciplines of Breakthrough Learning: How to Turn Training and Development into Business Results

By Calhoun W. Wick, Roy V. H. Pollock, Andy Jefferson

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Praise for the Second Edition of *The Six Disciplines of Breakthrough Learning*:

"No other book in the last decade has been more important for the workplace learning field. The second edition is even better, incorporating new wisdom learned in the crucible of real-world practice."?Will Thalheimer, Ph.D., president, Work-Learning Research, Inc.

"Simply put, this book is a critical read for anyone who wants to ensure that the time and money spent in development produces results."?Teresa Roche, vice president and chief learning officer, Agilent Technologies

"The Six Disciplines brings together many of the most important principles of corporate training in an easy-to-understand, highly visual format. Readers will find this book filled with examples, models, and practical tools you can use to create high-impact learning solutions in your own organization."?Josh Bersin, president and chief executive officer, Bersin & Associates

"Wick, Pollock, and Jefferson have a well-proven formula for moving learning from an academic exercise to business results. Their 6Ds offer all leaders specific and concrete things that they can do to turn learning into results." ?Dave Ulrich, professor, Ross School of Business, University of Michigan, and partner, The

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## **Editorial Review**

### From the Inside Flap

When the first edition of The Six Disciplines of Breakthrough Learning was published, it quickly became the new standard for companies who were serious about increasing the return on their investment in learning and development.

This thoroughly revised, updated, and expanded edition of The Six Disciplines of Breakthrough Learning reveals how training, OD, and HR professionals can enhance their contributions to the success of their organizations. The book is filled with practical, proven-to-work guidelines and examples that show clearly how to design, deliver, and document comprehensive learning experiences that improve leadership and management, sales, customer service, marketing, and other business functions.

The authors—experts in the field of learning and development as well as business—explain the theories and principles that undergird the 6Ds approach and provide practical methods, tools, roadmaps, and checklists for bridging the "learning-doing" gap. The book's guidelines are illustrated with dozens of case studies from successful companies on the cutting edge of results-driven educational performance.

The 6Ds encompass the entire process of converting learning into improved performance, from pre-course communications to the impact of the learning transfer climate. Designed to be used by a broad spectrum of professionals, the book's knowledge can be applied to virtually any learning and development program. Most important, The Six Disciplines of Breakthrough Learning focuses on business and performance outcomes—the new "finish line" for learning and development.

### From the Back Cover

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## About the Author

Calhoun Wick is the founder and chairman of the Fort Hill Company. He is recognized nationally as a consultant, educator, and researcher on improving the performance of managers and organizations. Roy Pollock serves as chief learning officer for Fort Hill. Andrew Jefferson is president and CEO of Fort Hill. They authored the award-winning first edition of The Six Disciplines of Breakthrough Learning as well as Getting Your Money's Worth from Training and Development.

The Fort Hill Company specializes in helping companies earn a better return on their investments in training and development. Over the past ten years, Fort Hill's 6Ds methodology and learning transfer management systems have helped many of the world's leading companies ensure that learning gets transferred and results improve. The company is based in Wilmington, Delaware.

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