



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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Whether you're an HR or OD professional or work in a training department, learn to apply the principles of follow-through management within your organization in the new edition of this bestselling resource. Incorporating new research on learning and learning transfer, along with new case studies, interviews, and tools, this edition shares guidelines, proven in practice by many Fortune 500 companies, on how to design comprehensive learning experiences in leadership and management, sales, quality, performance improvement, and professional certification. You'll discover the theories and principles underlying the approach, as well as the practical methods, tools, and roadmaps for bridging the "knowing-doing" gap.

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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"I introduced The Six Disciplines to GE's Global Learning Council and I am very glad that I did. The Six Disciplines gives us a common language and a common process that work very well in GE."?Jayne Johnson, director, Global Leadership Development, General Electric

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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.

Users Review

From reader reviews:

James Ray:

What do you think of book? It is just for students because they are still students or it for all people in the world, exactly what the best subject for that? Just you can be answered for that query above. Every person has different personality and hobby for every other. Don't to be obligated someone or something that they don't wish do that. You must know how great in addition to important the book *The Six Disciplines of Breakthrough Learning: How to Turn Training and Development into Business Results*. All type of book could you see on many solutions. You can look for the internet solutions or other social media.

Linda Monge:

Reading a publication tends to be new life style in this era globalization. With looking at you can get a lot of information that can give you benefit in your life. Together with book everyone in this world could share their idea. Books can also inspire a lot of people. Many author can inspire their reader with their story as well as their experience. Not only the storyline that share in the guides. But also they write about the ability about something that you need example. How to get the good score toefl, or how to teach children, there are many

kinds of book that you can get now. The authors these days always try to improve their talent in writing, they also doing some analysis before they write to their book. One of them is this The Six Disciplines of Breakthrough Learning: How to Turn Training and Development into Business Results.

James Rodriguez:

Precisely why? Because this The Six Disciplines of Breakthrough Learning: How to Turn Training and Development into Business Results is an unordinary book that the inside of the book waiting for you to snap it but latter it will jolt you with the secret it inside. Reading this book beside it was fantastic author who all write the book in such awesome way makes the content inside of easier to understand, entertaining means but still convey the meaning completely. So , it is good for you because of not hesitating having this any longer or you going to regret it. This phenomenal book will give you a lot of advantages than the other book have got such as help improving your ability and your critical thinking technique. So , still want to postpone having that book? If I have been you I will go to the guide store hurriedly.

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