



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

Calhoun W. Wick

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Get real results for your business - maximize your training and development programs Corporate learning and development programs play an undeniable role in successful business endeavors, but only when they're done right. The significant revisions in the third edition of *The Six Disciplines of Breakthrough Learning* add fresh, timely elements to a resource that has become known globally as a trusted guide for professionals determined to get the most of their companies' training and development programs. All-new examples, tools, guides, and insights combine to make an excellent, all-in-one resource for everyone from workplace professionals and HR managers to training development providers and business leaders looking to maximize the return on their enterprise's learning budget.

Infused with current research and recent case studies, this resource serves as a practical guide that recommends concrete actions for producing tangible results. Tools, guides, and checklists in every chapter ensure that readers walk away with meaningful strategies that can be implemented right away. The book includes:

A complete review of research drawn from thousands of insights, goals, and lessons learned

Specific strategies and actions that can be put into effect quickly for immediate results

A focus on ROI for business leaders wanting to make a clearer connection between dollars spent and new skills gained

Checklists in each chapter to help learning organizations perform quality audits of new and existing learning programs

The third edition of *The Six Disciplines of Breakthrough Learning* contains so many new resources and so much thoroughly-revised content that even those who own previous editions will find its reinvigorated approach highly beneficial. Strengthen the link between your learning efforts and your business goals with this increasingly popular, globally recognized resource.

The Six Disciplines of Breakthrough Learning: How to Turn Training and Development Into Business Results Details

Date : Published April 27th 2015 by Pfeiffer (first published April 1st 2006)

ISBN : 9781118647998

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Format : Hardcover 336 pages

Genre : Business, Nonfiction, Education

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From Reader Review The Six Disciplines of Breakthrough Learning: How to Turn Training and Development Into Business Results for online ebook

Lauren Marlene Sanders-Jones says

This book has revolutionized my thoughts about designing training, and I'm looking forward to implementing the sound guidance I've gained from it.

Paul Signorelli says

Although Wick, Pollock, Jefferson, and Flanagan are writing for a corporate audience, much of what they suggest and report could easily be applied to workplace learning and performance programs for nonprofit organizations, libraries, and any other learning-based organization. They document, through their own research and experiences, the importance and overall effectiveness of having managers and supervisors involved in employee training programs on a continuing basis; how an online system (Friday5s®) of follow-up exercises and reports substantially increases retention and on-the-job application of lessons learned during the learning process; and how pre- and post-event activities help establish the sort of workplace communities of learners which produce positive results which can be documented and replicated. Their "Getting Your Money's Worth from Training & Development" is a follow-up guide for managers and employees interested in applying the principles outlined in "The Six Disciplines."

Cathy says

Waiting in the stacks

Schmacko says

I'm trying to write shorter reviews, because I'm not sure anyone has the time to dig through these.

This is a GREAT book for corporate training, especially at the higher level or at the consultant level. It's a fantastic start for rethinking the way we approach corporate training. It's an excellent resource with a clear structure, and I plan to keep this book well within arm's reach.

Alex Wong says

Detailed description of a framework to follow for effective learning transfer. It maps out the process and elements that we need to take note of, and get alignment with stakeholders. Learning professionals and managers alike would benefit from the implementation of these ideas.

E says

A bottom-line approach to corporate training

Even if learning professionals design superb programs with outstanding content and instructors deliver the material in engaging, compelling ways, these programs unfortunately may not be relevant to actual daily operations. They may lack solid business – as opposed to learning – objectives. Such initiatives may not accomplish what managers intend and will not make your business grow. Calhoun Wick, Roy Pollock, Andrew Jefferson and Richard Flanagan explain how learning officers and training departments can use their “six disciplines” or “6D” approach to increase the effectiveness and impact of training and development programs. They’ve written a good book – a tad dry but very thorough – that outlines a top-quality program. The authors repeat, a bit too frequently, that training’s real payoff occurs in its practical application. getAbstract believes this book will help those who provide, purchase or benefit from corporate training and development.

Stan Skrabut says

What if you were successful only 15% of the time? Would you continue working in that line of work? Here is an example from the book *The Six Disciplines of Breakthrough Learning: How to Turn Training and Development into Business Results** by Calhoun Wick, Roy Pollock, and Andrew Jefferson, what if FedEx only got 15% of their packages to their destinations on time... would you consider FedEx successful? Probably not, yet, typical corporate training departments only have a 15% success rate for participants applying what they learned to the job. Read more

Robert says

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

Cameron Wick, Roy Pollock, Andrew Jefferson, and Richard Flanagan
Pfeiffer/Wiley

An organization's chief learning officer or equivalent must be prepared to answer questions such as these:

What is the ROI of our learning and development programs?
How do you determine that?
If the ROI is unacceptable, what is being done to increase it?

My guess (only a guess) is that similar questions are also asked of those who lead innovation initiatives. The fact remains that in most organizations, board members and CEOs not only expect but indeed demand that every hour and every dollar be committed to helping achieve and then sustain profitable growth and that is especially true of training programs and innovation initiatives. There seems to be little (if any patience) with any costs that cannot be justified in business terms.

What Wick, Pollock, Jefferson, and Flanagan (hereinafter referred to as "the authors") offer in this volume is a rigorous and eloquent analysis of what they characterize as "the six disciplines of breakthrough learning."

They devote a separate chapter to each discipline, concluding each chapter with one checklist of reminders and action points for learning leaders and another for line leaders. Because learning and development programs are investments by a company in its workforce, the authors acknowledge that management "has a fiduciary and ethical responsibility to ensure that those investments produce a return: results that increase enterprise value."

There are various diagnostic exercises inserted throughout the book's narrative. I appreciate the fact that the authors also include a number of mini-case studies based on real-world initiatives by prominent organizations that include Sony Electronics, British Broadcasting Company, Home Depot, and Pfizer. And I also appreciate the series of brief but insightful statements by a CLO or equivalent, called "From the Top," that provide an eyewitness account of specific learning initiatives. The organizations represented include the Center for Creative Leadership, General Mills, University of Notre Dame, Honeywell, and AstraZaneca. The authors are exemplars of pragmatism, of "nailing the fundamentals," when formulating and then launching learning initiatives. They also have bold and compelling visions of breakthroughs in training and development while agreeing with Thomas Edison's observation, "Vision without execution is hallucination." The advice with which Marshall Goldsmith concludes the book will also conclude this review of it. "The designs for learning and development programs should be considered incomplete if they do not include plans to encourage participants to follow through, practice what they have learned, and reach out to colleagues for feed forward ideas and coaching. When those elements are in place to support well-designed and well-delivered learning, then we have all the ingredients for a true transformation. Life is good."

Vicki says

So far this book has exceeded my expectations and after the first few chapters I've been able to apply concepts to my professional activities. If you're at all interested in talent development this is worth the read.

Beatriz says

The Bible of corporate training - a must read
