# TURNING RESEARCH WARESULTS

A Guide to Selecting the Right Performance Solutions



Richard E. Clark AND Fred Estes

**Wolfgang Guggemos** 

Turning Research Into Results Richard Edward Clark, 2002 Very few performance improvement products and services deliver everything they promise So how can you be sure you re getting your money s worth and selecting the right performance solution for your organization s needs Fortunately a great deal of research has been done on the various types of performance improvement programs telling you exactly what works and what doesn't Turning Research Into Results gathers into one essential book this important research data and guides you on how to use this information to your advantage Turning Research Into Results Richard E. Clarke, Fred Estes, 2008 The goal of This book is to describe how you can adopt the results of solid performance research and turn it into practical and cost beneficial performance results for your organization A review of this book by Dr Brenda Sugrue currently Director of Instructional Systems for Ford Motor Company formerly a training manager for IBM and a professor at the University of Iowa described it in the following way This book is all you need to understand the process of performance improvement in organizations and the active ingredients that impact performance The book separates the snake oil and fads from solutions that are supported by research It gives clear and research based guidelines for diagnosing the causes of performance gaps and selecting solutions for knowledge motivation and organizational problems Case studies illustrate the application of the model and rules In addition the book describes how to reliably and validly evaluate the effects of performance solutions and identifies flaws in some common approaches to evaluation The book answers the kinds of why and what if questions that rarely get addressed It includes a powerful model of motivated performance that can be used to address any motivational problems It provides the reader with the arguments and references to support organizational development and training practices and also the arguments and evidence to abandon practices that have been shown to either be ineffective or to do more harm than good If you want to understand why what you are doing works or doesn t work you need to read this book It is unlike any other to date in the field of performance improvement and training It takes the profession to a higher level and is a must for anyone working in the area of organizational development performance improvement or training Handbook of Human Performance Technology James A. Pershing, 2006-05-19 The first two editions of the Handbook of Human Performance Technology helped define the rapidly growing and vibrant field of human performance technology a systematic approach to improving individual and organizational performance Exhaustively researched this comprehensive sourcebook not only updates key foundational chapters on organizational change evaluation instructional design and motivation but it also features breakthrough chapters on performance technology in action and addresses many new topics in the field such as certification Six Sigma and communities of practice Boasting fifty five new chapters contributors to this new edition comprise a veritable who s who in the field of performance improvement including Geary Rummler Roger Kaufman Ruth Clark Allison Rossett Margo Murray Judith Hale Dana and James Robinson and many others Praise for the third edition of the Handbook of Human Performance

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